



# **KDE Comprehensive Improvement Plan for Districts**

## Spencer County

207 W Main St  
Taylorsville, KY 40071

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## **Introduction**

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

# **Executive Summary**

## **Introduction**

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

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

## Description of the School System

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

Spencer County is a small, rural community located a few miles southeast of Jefferson County. There are approximately 2900 students who attend Spencer County Public Schools. Spencer County has a limited diversity which results in each school having a low population of Hispanic or African American students. Approximately 40% of students enrolled in the district qualify for Free/Reduced lunch. Both the attendance rate and the graduation rate are above the state average. Spencer County has a total of six schools and they are as follows: Spencer County Preschool, Taylorsville Elementary, Spencer County Elementary School, Spencer County Middle School, Spencer County High School, and Hillview Academy.

Spencer County is often classified as a bedroom community of Jefferson County and is faced with unique challenges as a result. Several years ago the district experienced a period of substantial population growth in the community. This led to the construction and creation of new schools as well as renovations to current facilities. This growth has since leveled out as a result of the economic challenges faced across the state. Despite this increase in population, Spencer County lacks an industrial base that would provide local jobs for the community. This severely limits the opportunities of the district to partner with business and manufacturing in educational initiatives related to college and career readiness.

Spencer County School District must compete with larger surrounding districts with higher pay scales when recruiting quality teachers. This requires consistent and intentional recruiting practices as well as induction processes to attract and keep highly qualified staff members.

## **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.**

### **DISTRICT MISSION STATEMENT:**

Spencer County Schools will go the distance for ALL students!

### **DISTRICT VISION STATEMENT:**

Spencer County Schools will ensure all students reach their full potential through high academic standards empowering them to become highly effective individuals.

### **OUR BELIEFS:**

We believe in basing all decisions on what's best for students.

We believe all students will learn at high levels.

We believe in providing a safe environment.

We believe all staff will positively impact students' individual academic achievement.

We believe in partnering with parents and the community in service to our students.

We believe in working collaboratively.

We believe in challenging students to think critically.

We believe in promoting personal independence and social responsibility.

We believe in committing to ongoing professional development and continuous growth.

We believe in monitoring our results for continuous improvement.

We believe in all schools working together as a team to achieve the district vision.

Spencer County Schools provides an exemplary educational program for students from preschool through 12th grade. There are a variety of academic offerings including before-and-after school clubs or programs, a summer academy, and numerous extra and co-curricular offerings.



## 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.**

### NOTABLE ACHIEVEMENTS:

Assessment scores for Spencer County have consistently improved over the past several years. During the 14-15 school year, Spencer County was at the 91st percentile as indicated by the Kentucky School Report Card when compared to other districts across the state. Spencer County was also classified as a Distinguished School District, one of only three in the OVEC region. Several of the schools in the district also demonstrated excellence worthy of recognition and celebration. Spencer County Elementary School (SCES) was ranked at the 90th percentile and received a Distinguished label for the third time in four years. Spencer County Middle School saw substantial growth going from the 74th to the 90th percentile and also received a Distinguished rating. Spencer County High School continues to make substantial progress as well and was classified as a Proficient high school for the second straight year.

### AREAS FOR IMPROVEMENT:

Spencer County School District is committed to continuous improvement for all schools. For this to occur, we must intentionally focus on those components that will have the greatest impact on student learning. State and district assessment scores have indicated a need in the following areas:

ACT

ECE Student Achievement (all levels)

Math Computation (District-Wide)

Writing (District-wide)

College and Career Readiness

Kindergarten Readiness

Addressing Individual Growth (District-wide)

Balanced Reading Approach

## **Additional Information**

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

Spencer County School District is a part of the Race to the Top Grant that was awarded to twenty two school districts in the OVEC and GREC regions. This grant focuses on providing kid FRIENDLY (focused, responsible, imaginative, engaged, determined to learn) personalized learning for all students. Kid-FRIENDLY will revolutionize education through a personalized approach that embraces competency-based instruction, measured by student mastery rather than traditional seat time. Personalized learning is purposeful, career focused, and highly engaging. Through universal access to learning resources and the development of individualized goals, our students will take full ownership of their learning. Kid-FRIENDLY recognizes that students still need the guidance of teachers. We believe high quality teaching is critical to student success.

Kid-FRIENDLY learning environment will reach beyond the walls of the school and blur the lines between the classroom and the real world. Extending learning beyond traditional school dates, times, and places will enable learners to work in multiple venues both on-and off-site, accessing learning resources 24/7/365, thus personalizing time and place to meet individual needs. Some traditional classrooms will become meeting rooms or café style environments where students collaborate through team projects, peer learning, real world opportunities, problem-based learning, and other personalized approaches. At other times, learners may work virtually or at non-school locations such as a home or business.

To support multi-centered learning, students will have access to a wide range of tools, providing them with a variety of methods for accessing, engaging, and expressing their work. Technology will be used to deliver a "wow" factor to ignite and stimulate learning. Tools will be seamlessly integrated as part of the learning experience, promoting independent working, collaboration, enterprise, and lifelong success. With ubiquitous connectivity, students will be able to explore new methods of learning such as the flipped classroom, which will provide access to the teacher led element of a lesson in a digital format that is viewed anytime, anywhere. Face-to-face time is then spent more productively on engagement and expression activities with direct teacher guidance.

Spencer County students have access to new or recently renovated facilities. Each of our schools offers a variety of extracurricular opportunities for the students. Student success is recognized and celebrated on a regular basis.

# **15-16 Spencer County District Improvement Plan**

## **Overview**

### **Plan Name**

15-16 Spencer County District Improvement Plan

### **Plan Description**

## 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 averaged combined reading and math scores by 2018-2019 to the following: elementary schools from 56.8% to 77.3%, middle school from 59.8% to 74.0% and high school from 43.3% to 71.4%.	Objectives: 3 Strategies: 8 Activities: 17	Organizational	\$131000
2	Increase the averaged combined reading and math scores by 2018-2019 for gap students to the following: elementary schools from 44.5% to 72.1%, middle school from 47.8% to 68.4% and high school from 38.0% to 65.0%.	Objectives: 1 Strategies: 4 Activities: 7	Organizational	\$20000
3	Increase the percentage of students who are college or career ready from 70.4% to 75.0% by 2016. SCHS has exceeded the CCR benchmark the previous five years.	Objectives: 1 Strategies: 7 Activities: 19	Organizational	\$184500
4	Increase the Five Year Cohort Graduation Rate from 96.0 to 96.5 by the 2015-2016 school year. This goal exceeds the state requirement.	Objectives: 1 Strategies: 2 Activities: 3	Organizational	\$0
5	Increase the writing scores by 2018-2019 to the following: elementary schools from 50.5% to 71.8%, middle school from 39.2% to 68.6%, high schools from 43.2% to 70.4%.	Objectives: 1 Strategies: 1 Activities: 3	Academic	\$9000
6	Reduce the percentage of teacher turnover from 15.8% to 12.8% by the 2016-2017 school year.	Objectives: 1 Strategies: 3 Activities: 4	Organizational	\$11000
7	By the 2016-2017 school year Spencer County Schools will reduce the number of novice students in reading and math for each of the identified subgroups by 10%.	Objectives: 1 Strategies: 2 Activities: 11	Academic	\$108600

**Goal 1: Increase the averaged combined reading and math scores by 2018-2019 to the following: elementary schools from 56.8% to 77.3%, middle school from 59.8% to 74.0% and high school from 43.3% to 71.4%.**

**Measurable Objective 1:**

collaborate to increase the combined reading and math scores by 2015-2016 to the following: elementary schools from 56.8% to 63.7%, middle school from 59.8% to 63.5% and high school from 43.3% to 54.2% by 05/30/2016 as measured by Unbridled Learning.

**Strategy 1:**

EKU Math Initiatives - Math Automaticity - 1st - Alg II

Dynamic Model 6th-12th

Category:

Research Cited: EKU research

Activity - Math Automaticity	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Direct Instruction	08/01/2014	05/31/2016	\$0	No Funding Required	Asst. Supt., Principals

Activity - 6th-12th Grade Transitions Model	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 6th through 12th grade math teachers will implement this research-based model from EKU which includes the Dynamic Teaching Model, Needs-Based Placement, and Transitional Courses.  Schools: Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2014	05/31/2016	\$0	No Funding Required	Asst. Supt., Principals

**Strategy 2:**

Literacy - Each school will continue to refine and implement their literacy plan to improve student achievement in reading and writing.

Category:

Activity - Literacy Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2014	05/31/2016	\$2000	Title II Part A	Principals
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Activity - Increase Boys' Literacy Skills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$1000	State Funds	Principals

Activity - High School Literacy Specialist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A literacy specialist will be hired at the high school to address literacy concerns.  Schools: Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$40000	Grant Funds	High School Principal, ECE Director

### Strategy 3:

MAP Testing - MAP Testing will be conducted three times per year to gather information on individual students' skills.

Category:

Research Cited: NWEA

Activity - Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals, Instructional Coaches

Activity - RIT Band Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Direct Instruction	08/01/2015	05/31/2016	\$0	No Funding Required	Principals, WIN (What I Need) Coordinators

# KDE Comprehensive Improvement Plan for Districts

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## Strategy 4:

RTT Initiative - Personalized learning opportunities will be provided to all students.

Category: Continuous Improvement

Activity - Communities of Practice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County High School, Spencer County Middle School	Direct Instruction	08/01/2015	05/31/2016	\$5000	Race to the Top	Principals, Assistant Supt.

Activity - Leader in Me / GRIT	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in leadership initiatives that will empower them in the learning process.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County High School, Spencer County Middle School	Other	08/01/2014	05/31/2016	\$30000	Race to the Top	Assistant Supt., Principals

## Strategy 5:

Advance Kentucky Initiative - Additional opportunities will be created for students in advanced placement courses.

Category: Learning Systems

Activity - AP Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
AP tutoring sessions will take place throughout the school year.  Schools: Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$5000	Grant Funds	AP Coordinator, High School Administrators

Activity - AP Courses	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Additional AP courses will be offered to students.  Schools: Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$5000	Grant Funds	AP Coordinator, High School Administrators

## Strategy 6:

Visible Learning - Schools will be introduced to Hattie's work on visible learning strategies.

Category: Learning Systems



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Activity - Visible Learning Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be introduced to the work on visible learning and the impact that these strategies have on student learning.  Schools: All Schools	Professional Learning	12/01/2015	05/31/2016	\$2000	Title II Part A	Asst. Superintendent, Instructional Coaches, Principals

Activity - Success Criteria	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communication of the student success criteria will become part of the classroom routine.  Schools: All Schools	Professional Learning	12/01/2015	05/31/2016	\$0	No Funding Required	Asst. Superintendent, Instructional Coaches, Principals

## Measurable Objective 2:

collaborate to increase the number of students participating in the breakfast program by 05/31/2016 as measured by monitoring the participation rate compared to a baseline at each school.

### Strategy 1:

Nutrition - Food service will initiate strategies that increase the number of students eating school breakfast.

Category: Other - Food Service

Research Cited: Nutrition plays a key role in the ability of students to learn at high levels.

Activity - Breakfast Participation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Food service will initiate strategies to increase the number of students participating in the breakfast program.  Schools: All Schools	Other	08/01/2015	05/31/2016	\$0	No Funding Required	Food Service Director, Cafeteria Managers

## Measurable Objective 3:

collaborate to increase the percentage of kindergarten students who are deemed as ready by 09/01/2016 as measured by the Brigance assessment.

### Strategy 1:

Kindergarten Readiness - Additional strategies will be implemented that increase kindergarten readiness skills.

Category: Continuous Improvement

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

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A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County Preschool, Spencer County Headstart	Community Engagement	01/01/2016	05/31/2016	\$0	No Funding Required	Asst. Supt., Preschool Coordinator
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Activity - All Day Preschool	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County Schools will increase the opportunities for students to attend an all day preschool program.  Schools: Spencer County Preschool	Academic Support Program	08/01/2016	05/31/2017	\$40000	General Fund	Preschool Coordinator

Activity - Intentional Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County Preschool, Spencer County Headstart	Community Engagement	01/01/2016	05/31/2016	\$1000	General Fund	Preschool Coordinator

**Goal 2: Increase the averaged combined reading and math scores by 2018-2019 for gap students to the following: elementary schools from 44.5% to 72.1%, middle school from 47.8% to 68.4% and high school from 38.0% to 65.0%.**

**Measurable Objective 1:**

collaborate to increase the averaged combined reading and math scores by 2018-2019 for gap students to the following: elementary schools from 44.5% to 72.1%, middle school from 47.8% to 68.4% and high school from 38.0% to 65.0% by 05/31/2019 as measured by Unbridled Learning.

**Strategy 1:**

RIT Band - This will allow instruction to be specifically differentiated to meet the needs of the individual student.

Category: Learning Systems

Research Cited: NWEA research

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

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MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$14000	General Fund	Assistant Superintendent and Principals
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### Strategy 2:

ECE Progress Monitoring - The academic progress of students with identified disabilities will be monitored on a regular basis.

Category:

Activity - ECE Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$2000	Other	DoSE and Principals

Activity - Student Success Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$2000	Other	DoSE and Principals

Activity - ECE Department Chair Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	DoSE and Principals

### Strategy 3:

ECE Support - This strategy is designed to target individual needs of students who are identified as part of the ECE programs.

Category: Continuous Improvement

## KDE Comprehensive Improvement Plan for Districts

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Activity - Content Reinforcement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.</p> <p>Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School</p>	Academic Support Program	08/01/2015	05/31/2016	\$2000	Other	DoSE and Principals
Activity - One-on-One Testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.</p> <p>Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School</p>	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	DoSE and Principals

### Strategy 4:

Instruction - Teachers will prioritize the use of research-based instructional strategies.

Category:

Research Cited: Instructional Strategies that Work (Marzano) and The Art and Science of Teaching (Marzano)

Activity - Tier 1 Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.</p> <p>Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School</p>	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals

**Goal 3: Increase the percentage of students who are college or career ready from 70.4% to 75.0% by 2016. SCHS has exceeded the CCR benchmark the previous five years.**

### Measurable Objective 1:

collaborate to increase the percentage of seniors who are college or career ready to 75.0% by 05/31/2016 as measured by Unbridled Learning.

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## Strategy 1:

Career Tech Center - Spencer County High School will increase career pathway offerings to their students.

Category:

Activity - Increase Career Pathways	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County High School will expand the career pathways in Information Technology and Nursing as well as seeking out other opportunities for students.  Schools: Spencer County High School	Career Preparation/Orientation	08/01/2015	05/31/2016	\$42000	General Fund	SCHS Principal

Activity - Edgenuity	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County Schools will utilize the Edgenuity platform to expand the career pathways offered to students.  Schools: Hillview Academy, Spencer County High School	Career Preparation/Orientation	08/01/2015	05/31/2016	\$38000	General Fund	Assistant Superintendent High School Principal Hillview Academy Principal

Activity - College and Career Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CCR Coach will lead activities to prepare students for life after high school, especially in the areas of college and career.  Schools: Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$50000	General Fund	Principal, Superintendent

Activity - Project Lead the Way	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County will investigate the options for implementing the Project Lead the Way initiative.  Schools: Spencer County High School	Career Preparation/Orientation	12/01/2015	05/31/2016	\$0	No Funding Required	SCHS Administrators, and CCR Coach

## Strategy 2:

Aligned Curriculum - There will be an aligned curriculum to ensure that the common core academic curriculum is available and taught to all students.

Category:

Activity - Curriculum Documents and Timelines	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$2500	Title II Part A	Principals, Instructional Coaches
<b>Activity - Curriculum Maps/Pacing Guides</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>
Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Assistant Superintendent, Principals, Instructional Coaches
<b>Activity - Quarterly Curriculum Reviews</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>
Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals
<b>Activity - Vertical Curriculum Discussions</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>
Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$2500	Title II Part A	Assistant Superintendent, Principals, Preschool Coordinator
<b>Activity - Standards</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>
Instruction will be directly connected to a grade level, content specific standard.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Direct Instruction	08/01/2015	05/31/2016	\$0	No Funding Required	Principals, Instructional Coaches

### Strategy 3:

Assessments - Teachers will collaborate to develop, administer, and analyze assessments.

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Spencer County

Category:

Activity - Common Unit Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$2000	Title II Part A	Assistant Superintendent, Principals

Activity - Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals

## Strategy 4:

Targeted Interventions - Research based interventions will be used to assist students in being college and/or career ready.

Category: Continuous Improvement

Activity - CCR Lab	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Seniors who have not yet met the benchmarks on the ACT for College Ready will take a CCR Lab course in addition to their regular English and/or Math so that they can meet the required benchmarks.  Schools: Hillview Academy, Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals

## Strategy 5:

Technology - The consistent availability of technology will be increased to improve teacher effectiveness and student learning.

Category:

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

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The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Technology	08/01/2015	05/01/2016	\$0	Other	Technology Director and Principals
<b>Activity - STLP</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>
Spencer County Schools will implement an active STLP program in all schools.  Schools: All Schools	Technology	08/01/2015	05/31/2016	\$2000	General Fund	District Technology Coordinator, Principals
<b>Activity - Customer Service Approach</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>
Spencer County Technology Team will develop a mission statement that reflects a customer service mentality.  Schools: All Schools	Technology	08/01/2015	05/31/2016	\$0	No Funding Required	Technology Team, Assistant Supt.
<b>Activity - One to One Initiative</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>
Additional technology will be purchased so that we can continue to progress toward a one to one environment for students.  Schools: All Schools	Technology	08/01/2015	05/31/2016	\$45000	Race to the Top, School Council Funds, General Fund	Principals, Asst. Supt., Technology Director

### Strategy 6:

Tracking System - Student progress toward college and career readiness will be consistently monitored.

Category:

<b>Activity - Tracking System for College and Career Readiness</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>
A tracking system will be monitored consistently to ensure that all students are college and career ready.  Schools: Hillview Academy, Spencer County High School	Policy and Process	08/01/2015	05/31/2016	\$0	No Funding Required	High School Principal

### Strategy 7:

State CCR Low Incidence Usability Site - Spencer County will serve as a pilot district for the CCR low incidence usability site initiative.

Category: Continuous Improvement



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Activity - Teacher Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive ongoing training on the various components of this initiative. Schools: Spencer County High School, Spencer County Middle School	Professional Learning	08/01/2015	05/31/2016	\$500	IDEA	DoSE
Activity - Business Catalog	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A catalog of business partners willing to participate in the CBWTP and the CWEC process will be developed and maintained. Schools: Spencer County High School, Spencer County Middle School	Career Preparation/Orientation	08/01/2015	05/31/2016	\$0	No Funding Required	DoSE

**Goal 4: Increase the Five Year Cohort Graduation Rate from 96.0 to 96.5 by the 2015-2016 school year. This goal exceeds the state requirement.**

**Measurable Objective 1:**

collaborate to increase the Cohort Graduation Rate to 96.1 by 05/31/2016 as measured by Unbridled Learning.

**Strategy 1:**

Individual Learning Plans - Students will begin developing their ILPs in 6th grade and will utilize these all through middle and high school to provide direction and guidance for the student on choosing a college or career pathway.

Category:

Activity - Individual Learning Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will utilize their Individual Learning Plans to the fullest extent possible to help guide them into a college and/or career pathway. Schools: Hillview Academy, Spencer County High School, Spencer County Middle School	Other	08/01/2015	05/31/2016	\$0	No Funding Required	Principals and Guidance Counselors

**Strategy 2:**

Personalized Support - At risk students will be provided with individualized counseling to ensure that they are on pace to graduate.

Category: Continuous Improvement

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

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Individualized academic counseling will be provided for students who have been identified as at risk for dropping out. Schools: Hillview Academy, Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	CCR Coach, High School Administrators, Guidance Counselors
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Activity - Adminstrator Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High school administrators will meet with each at risk student on a regular basis to ensure that adequate progress is being maintained. Schools: Hillview Academy, Spencer County High School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	High School Administration

**Goal 5: Increase the writing scores by 2018-2019 to the following: elementary schools from 50.5% to 71.8%, middle school from 39.2% to 68.6%, high schools from 43.2% to 70.4%.**

**Measurable Objective 1:**

71% of All Students will demonstrate a proficiency in on demand in Writing by 05/31/2016 as measured by Next Generation Learners.

**Strategy 1:**

Writing Professional Development - Teachers will participate in on-going professional development to enhance the quality of writing in all content areas.

Category: Continuous Improvement

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in writing professional development on best practice strategies. Schools: All Schools	Professional Learning	08/01/2015	05/31/2016	\$7000	Title II Part A, State Funds	Principals, Assistant Supt., Instructional Coaches

Activity - PLC Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will analyze student writing in PLC's to determine strengths and areas for growth. Schools: All Schools	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Instructional Coach, Principals, PLC Leaders

Activity - Writing Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Additional resources will be purchased that support writing instruction. Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County High School, Spencer County Middle School	Direct Instruction	08/01/2015	05/31/2016	\$2000	State Funds	Principals, Instructional Coaches
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**Goal 6: Reduce the percentage of teacher turnover from 15.8% to 12.8% by the 2016-2017 school year.**

**Measurable Objective 1:**

collaborate to reduce the percentage of teacher turnover in the the district by 05/31/2016 as measured by reviewing the equity tab of the Kentucky Performance Report.

**Strategy 1:**

Professional Learning - Professional Learning opportunities will be provided to all teachers.

Category:

Activity - Spencer County Teacher Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Academic Support Program	07/01/2015	05/31/2016	\$0	No Funding Required	New Teacher Cadre Coordinator

Activity - Professional Learning for All Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County Preschool, Spencer County High School, Spencer County Middle School	Professional Learning	08/01/2015	05/31/2016	\$10000	General Fund	Assistant Superintendent and Principals

**Strategy 2:**

Equity - Principals will ensure that low income or minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of -field

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teachers.

Category:

Activity - SBDM Student Assignment Policy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each principal will review annually with the school's SBDM Council the student assignment policy to ensure that low-income and minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of-field teachers.  Schools: All Schools	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals

### Strategy 3:

Teacher Recruitment - Spencer County will implement an intentional plan for recruiting and retaining quality teachers.

Category: Human Capital Management

Activity - Recruiting Fairs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Spencer County will attend teacher recruiting fairs. Student leaders will be invited to participate on these teams.  Schools: All Schools	Recruitment and Retention	08/01/2015	05/31/2016	\$1000	General Fund	Personnel Director, Principals

## Goal 7: By the 2016-2017 school year Spencer County Schools will reduce the number of novice students in reading and math for each of the identified subgroups by 10%.

### Measurable Objective 1:

A 10% decrease of Black or African-American, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency by reducing the number of novice students in each of these identified gap groups in Reading by 05/31/2016 as measured by Unbridled Learning.

### Strategy 1:

Extended Instructional Time - Extended instructional time will be provided for students who are struggling in literacy and/or math.

Category:

Activity - Summer Intervention/Enrichment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Struggling students will attend a Summer Academic Program to improve literacy skills. Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County Middle School	Academic Support Program	06/01/2016	08/01/2016	\$40000	General Fund	Asst. Superintendent, Principals
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Activity - Tutoring Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring. Schools: Taylorsville Elementary School, Spencer County Elementary School, Spencer County High School, Spencer County Middle School	Tutoring	08/01/2015	05/31/2016	\$18000	State Funds, Title I Part C	Principal

Activity - Edgenuity	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who are not mastering content will utilize the Edgenuity platform to reinforce learning. Schools: Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$35000	General Fund, Race to the Top	Principals

Activity - Homework Help	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Extensive homework help will be provided to students at SCMS through the "Grizzlies Beyond the Bell" program. Schools: Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$10000	Grant Funds	21st Century Coordinator, MS Principal

Activity - High School Co-op	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High school students will be hired as tutors to provide instructional support for elementary students. Schools: Taylorsville Elementary School, Spencer County Elementary School	Academic Support Program	08/01/2015	05/31/2016	\$5000	Race to the Top	Elementary Principals

**Strategy 2:**

Response to Intervention (RTI) - Students will receive a targeted intervention based on their individual academic and/or social needs.

Category: Continuous Improvement

Activity - Tier 2 and 3 Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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# KDE Comprehensive Improvement Plan for Districts

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Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
<b>Activity - Diagnostic 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>
Diagnostic assessments will be administered to all students in Tier III for reading and math.  Schools: Taylorsville Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	School and District RTI Coordinators, Principals
<b>Activity - Tier III Identification</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>
School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.  Schools: Taylorsville Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Title I/RTI Coordinator, DoSE and Principals
<b>Activity - RTI Schedule</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>
School schedules will include additional instructional/intervention time for RTI students in reading and math.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$0	No Funding Required	Principals
<b>Activity - Progress Monitoring</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>
AIMSwebb will be utilized for progress monitoring in Tier III.  Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School	Academic Support Program	08/01/2015	05/31/2016	\$600	General Fund	DoSE, RTI Coordinator, Principals
<b>Activity - RTI Progress Monitoring</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>

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<p>A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.</p> <p>Schools: Taylorsville Elementary School, Spencer County Elementary School, Hillview Academy, Spencer County High School, Spencer County Middle School</p>	<p>Academic Support Program</p>	<p>08/01/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Title I/RTI Coordinator</p>
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## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
<b>Total</b>					<b>\$6000</b>	

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Recruiting Fairs	Spencer County will attend teacher recruiting fairs. Student leaders will be invited to participate on these teams.	Recruitment and Retention	08/01/2015	05/31/2016	\$1000	Personnel Director, Principals
One to One Initiative	Additional technology will be purchased so that we can continue to progress toward a one to one environment for students.	Technology	08/01/2015	05/31/2016	\$20000	Principals, Asst. Supt., Technology Director
Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals



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STLP	Spencer County Schools will implement an active STLP program in all schools.	Technology	08/01/2015	05/31/2016	\$2000	District Technology Coordinator, Principals
Intentional Communication	Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.	Community Engagement	01/01/2016	05/31/2016	\$1000	Preschool Coordinator
All Day Preschool	Spencer County Schools will increase the opportunities for students to attend an all day preschool program.	Academic Support Program	08/01/2016	05/31/2017	\$40000	Preschool Coordinator
Edgenuity	Students who are not mastering content will utilize the Edgenuity platform to reinforce learning.	Academic Support Program	08/01/2015	05/31/2016	\$25000	Principals
Edgenuity	Spencer County Schools will utilize the Edgenuity platform to expand the career pathways offered to students.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$38000	Assistant Superintendent High School Principal Hillview Academy Principal
Summer Intervention/Enrichment	Struggling students will attend a Summer Academic Program to improve literacy skills.	Academic Support Program	06/01/2016	08/01/2016	\$40000	Asst. Superintendent, Principals
College and Career Coach	CCR Coach will lead activities to prepare students for life after high school, especially in the areas of college and career.	Academic Support Program	08/01/2015	05/31/2016	\$50000	Principal, Superintendent
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
Increase Career Pathways	Spencer County High School will expand the career pathways in Information Technology and Nursing as well as seeking out other opportunities for students.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$42000	SCHS Principal
<b>Total</b>					<b>\$283600</b>	

## Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
AP Courses	Additional AP courses will be offered to students.	Academic Support Program	08/01/2015	05/31/2016	\$5000	AP Coordinator, High School Administrators

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High School Literacy Specialist	A literacy specialist will be hired at the high school to address literacy concerns.	Academic Support Program	08/01/2015	05/31/2016	\$40000	High School Principal, ECE Director
AP Tutoring	AP tutoring sessions will take place throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$5000	AP Coordinator, High School Administrators
Homework Help	Extensive homework help will be provided to students at SCMS through the "Grizzlies Beyond the Bell" program.	Academic Support Program	08/01/2015	05/31/2016	\$10000	21st Century Coordinator, MS Principal
<b>Total</b>					<b>\$60000</b>	

### Race to the Top

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Edgenuity	Students who are not mastering content will utilize the Edgenuity platform to reinforce learning.	Academic Support Program	08/01/2015	05/31/2016	\$10000	Principals
High School Co-op	High school students will be hired as tutors to provide instructional support for elementary students.	Academic Support Program	08/01/2015	05/31/2016	\$5000	Elementary Principals
Communities of Practice	Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.	Direct Instruction	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt.
One to One Initiative	Additional technology will be purchased so that we can continue to progress toward a one to one environment for students.	Technology	08/01/2015	05/31/2016	\$20000	Principals, Asst. Supt., Technology Director
Leader in Me / GRIT	Students will participate in leadership initiatives that will empower them in the learning process.	Other	08/01/2014	05/31/2016	\$30000	Assistant Supt., Principals
<b>Total</b>					<b>\$70000</b>	

### IDEA

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Teacher Training	Teachers will receive ongoing training on the various components of this initiative.	Professional Learning	08/01/2015	05/31/2016	\$500	DoSE
<b>Total</b>					<b>\$500</b>	

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## Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Visible Learning Initiative	Staff will be introduced to the work on visible learning and the impact that these strategies have on student learning.	Professional Learning	12/01/2015	05/31/2016	\$2000	Asst. Superintendent, Instructional Coaches, Principals
Professional Development	Teachers will participate in writing professional development on best practice strategies.	Professional Learning	08/01/2015	05/31/2016	\$2000	Principals, Assistant Supt., Instructional Coaches
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
<b>Total</b>					\$13000	

## School Council Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
One to One Initiative	Additional technology will be purchased so that we can continue to progress toward a one to one environment for students.	Technology	08/01/2015	05/31/2016	\$5000	Principals, Asst. Supt., Technology Director
<b>Total</b>					\$5000	

## No Funding Required

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Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Success Criteria	Communication of the student success criteria will become part of the classroom routine.	Professional Learning	12/01/2015	05/31/2016	\$0	Asst. Superintendent, Instructional Coaches, Principals
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
CCR Coaching	Individualized academic counseling will be provided for students who have been identified as at risk for dropping out.	Academic Support Program	08/01/2015	05/31/2016	\$0	CCR Coach, High School Administrators, Guidance Counselors
Administrator Monitoring	High school administrators will meet with each at risk student on a regular basis to ensure that adequate progress is being maintained.	Academic Support Program	08/01/2015	05/31/2016	\$0	High School Administration
Tier III Identification	School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator, DoSE and Principals
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
6th-12th Grade Transitions Model	All 6th through 12th grade math teachers will implement this research-based model from ECU which includes the Dynamic Teaching Model, Needs-Based Placement, and Transitional Courses.	Academic Support Program	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction

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Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Project Lead the Way	Spencer County will investigate the options for implementing the Project Lead the Way initiative.	Career Preparation/Orientation	12/01/2015	05/31/2016	\$0	SCHS Administrator, and CCR Coach
Customer Service Approach	Spencer County Technology Team will develop a mission statement that reflects a customer service mentality.	Technology	08/01/2015	05/31/2016	\$0	Technology Team, Assistant Supt.
CCR Lab	Seniors who have not yet met the benchmarks on the ACT for College Ready will take a CCR Lab course in addition to their regular English and/or Math so that they can meet the required benchmarks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Individual Learning Plans	Students will utilize their Individual Learning Plans to the fullest extent possible to help guide them into a college and/or career pathway.	Other	08/01/2015	05/31/2016	\$0	Principals and Guidance Counselors
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator
Breakfast Participation	Food service will initiate strategies to increase the number of students participating in the breakfast program.	Other	08/01/2015	05/31/2016	\$0	Food Service Director, Cafeteria Managers
Readiness Committee	A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.	Community Engagement	01/01/2016	05/31/2016	\$0	Asst. Supt., Preschool Coordinator
PLC Analysis	Teachers will analyze student writing in PLC's to determine strengths and areas for growth.	Academic Support Program	08/01/2015	05/31/2016	\$0	Instructional Coach, Principals, PLC Leaders
Business Catalog	A catalog of business partners willing to participate in the CBWTP and the CWEC process will be developed and maintained.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$0	DoSE
One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator
Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Tracking System for College and Career Readiness	A tracking system will be monitored consistently to ensure that all students are college and career ready.	Policy and Process	08/01/2015	05/31/2016	\$0	High School Principal
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Diagnostic Assessments	Diagnostic assessments will be administered to all students in Tier III for reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	School and District RTI Coordinators, Principals
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
SBDM Student Assignment Policy	Each principal will review annually with the school's SBDM Council the student assignment policy to ensure that low-income and minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of-field teachers.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
<b>Total</b>					<b>\$0</b>	

## Title I Part C

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$10000	Principal
<b>Total</b>					<b>\$10000</b>	

## State Funds

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Increase Boys' Literacy Skills	Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.	Academic Support Program	08/01/2015	05/31/2016	\$1000	Principals
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$8000	Principal
Professional Development	Teachers will participate in writing professional development on best practice strategies.	Professional Learning	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt., Instructional Coaches
Writing Resources	Additional resources will be purchased that support writing instruction.	Direct Instruction	08/01/2015	05/31/2016	\$2000	Principals, Instructional Coaches
<b>Total</b>					<b>\$16000</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
SBDM Student Assignment Policy	Each principal will review annually with the school's SBDM Council the student assignment policy to ensure that low-income and minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of-field teachers.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Breakfast Participation	Food service will initiate strategies to increase the number of students participating in the breakfast program.	Other	08/01/2015	05/31/2016	\$0	Food Service Director, Cafeteria Managers
STLP	Spencer County Schools will implement an active STLP program in all schools.	Technology	08/01/2015	05/31/2016	\$2000	District Technology Coordinator, Principals
Customer Service Approach	Spencer County Technology Team will develop a mission statement that reflects a customer service mentality.	Technology	08/01/2015	05/31/2016	\$0	Technology Team, Assistant Supt.
Professional Development	Teachers will participate in writing professional development on best practice strategies.	Professional Learning	08/01/2015	05/31/2016	\$7000	Principals, Assistant Supt., Instructional Coaches
PLC Analysis	Teachers will analyze student writing in PLC's to determine strengths and areas for growth.	Academic Support Program	08/01/2015	05/31/2016	\$0	Instructional Coach, Principals, PLC Leaders
Recruiting Fairs	Spencer County will attend teacher recruiting fairs. Student leaders will be invited to participate on these teams.	Recruitment and Retention	08/01/2015	05/31/2016	\$1000	Personnel Director, Principals
Visible Learning Initiative	Staff will be introduced to the work on visible learning and the impact that these strategies have on student learning.	Professional Learning	12/01/2015	05/31/2016	\$2000	Asst. Superintendent, Instructional Coaches, Principals



## KDE Comprehensive Improvement Plan for Districts

Spencer County

Success Criteria	Communication of the student success criteria will become part of the classroom routine.	Professional Learning	12/01/2015	05/31/2016	\$0	Asst. Superintendent, Instructional Coaches, Principals
One to One Initiative	Additional technology will be purchased so that we can continue to progress toward a one to one environment for students.	Technology	08/01/2015	05/31/2016	\$45000	Principals, Asst. Supt., Technology Director
<b>Total</b>					<b>\$57000</b>	

### Taylorsville Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals
ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
Increase Boys' Literacy Skills	Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.	Academic Support Program	08/01/2015	05/31/2016	\$1000	Principals
Summer Intervention/Enrichment	Struggling students will attend a Summer Academic Program to improve literacy skills.	Academic Support Program	06/01/2016	08/01/2016	\$40000	Asst. Superintendent, Principals
Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$18000	Principal

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator
Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals
Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
Diagnostic Assessments	Diagnostic assessments will be administered to all students in Tier III for reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	School and District RTI Coordinators, Principals
Tier III Identification	School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator, DoSE and Principals
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator
Writing Resources	Additional resources will be purchased that support writing instruction.	Direct Instruction	08/01/2015	05/31/2016	\$2000	Principals, Instructional Coaches
Communities of Practice	Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.	Direct Instruction	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt.

## KDE Comprehensive Improvement Plan for Districts

Spencer County

Leader in Me / GRIT	Students will participate in leadership initiatives that will empower them in the learning process.	Other	08/01/2014	05/31/2016	\$30000	Assistant Supt., Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
High School Co-op	High school students will be hired as tutors to provide instructional support for elementary students.	Academic Support Program	08/01/2015	05/31/2016	\$5000	Elementary Principals
Readiness Committee	A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.	Community Engagement	01/01/2016	05/31/2016	\$0	Asst. Supt., Preschool Coordinator
Intentional Communication	Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.	Community Engagement	01/01/2016	05/31/2016	\$1000	Preschool Coordinator
<b>Total</b>					<b>\$141600</b>	

### Spencer County Preschool

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator
Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals

## KDE Comprehensive Improvement Plan for Districts

Spencer County

Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
Readiness Committee	A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.	Community Engagement	01/01/2016	05/31/2016	\$0	Asst. Supt., Preschool Coordinator
All Day Preschool	Spencer County Schools will increase the opportunities for students to attend an all day preschool program.	Academic Support Program	08/01/2016	05/31/2017	\$40000	Preschool Coordinator
Intentional Communication	Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.	Community Engagement	01/01/2016	05/31/2016	\$1000	Preschool Coordinator
<b>Total</b>					<b>\$53500</b>	

### Spencer County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
6th-12th Grade Transitions Model	All 6th through 12th grade math teachers will implement this research-based model from ECU which includes the Dynamic Teaching Model, Needs-Based Placement, and Transitional Courses.	Academic Support Program	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals
ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
Increase Boys' Literacy Skills	Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.	Academic Support Program	08/01/2015	05/31/2016	\$1000	Principals
Summer Intervention/Enrichment	Struggling students will attend a Summer Academic Program to improve literacy skills.	Academic Support Program	06/01/2016	08/01/2016	\$40000	Asst. Superintendent, Principals
Individual Learning Plans	Students will utilize their Individual Learning Plans to the fullest extent possible to help guide them into a college and/or career pathway.	Other	08/01/2015	05/31/2016	\$0	Principals and Guidance Counselors

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$18000	Principal
Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator
Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals
Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
Diagnostic Assessments	Diagnostic assessments will be administered to all students in Tier III for reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	School and District RTI Coordinators, Principals
Tier III Identification	School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator, DoSE and Principals
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator

## KDE Comprehensive Improvement Plan for Districts

Spencer County

Edgenuity	Students who are not mastering content will utilize the Edgenuity platform to reinforce learning.	Academic Support Program	08/01/2015	05/31/2016	\$35000	Principals
Writing Resources	Additional resources will be purchased that support writing instruction.	Direct Instruction	08/01/2015	05/31/2016	\$2000	Principals, Instructional Coaches
Communities of Practice	Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.	Direct Instruction	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt.
Leader in Me / GRIT	Students will participate in leadership initiatives that will empower them in the learning process.	Other	08/01/2014	05/31/2016	\$30000	Assistant Supt., Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
Homework Help	Extensive homework help will be provided to students at SCMS through the "Grizzlies Beyond the Bell" program.	Academic Support Program	08/01/2015	05/31/2016	\$10000	21st Century Coordinator, MS Principal
Teacher Training	Teachers will receive ongoing training on the various components of this initiative.	Professional Learning	08/01/2015	05/31/2016	\$500	DoSE
Business Catalog	A catalog of business partners willing to participate in the CBWTP and the CWEC process will be developed and maintained.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$0	DoSE
<b>Total</b>					<b>\$181100</b>	

### Spencer County High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
6th-12th Grade Transitions Model	All 6th through 12th grade math teachers will implement this research-based model from ECU which includes the Dynamic Teaching Model, Needs-Based Placement, and Transitional Courses.	Academic Support Program	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Increase Career Pathways	Spencer County High School will expand the career pathways in Information Technology and Nursing as well as seeking out other opportunities for students.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$42000	SCHS Principal
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals



# KDE Comprehensive Improvement Plan for Districts

Spencer County

ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
Increase Boys' Literacy Skills	Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.	Academic Support Program	08/01/2015	05/31/2016	\$1000	Principals
CCR Lab	Seniors who have not yet met the benchmarks on the ACT for College Ready will take a CCR Lab course in addition to their regular English and/or Math so that they can meet the required benchmarks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Individual Learning Plans	Students will utilize their Individual Learning Plans to the fullest extent possible to help guide them into a college and/or career pathway.	Other	08/01/2015	05/31/2016	\$0	Principals and Guidance Counselors
Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$18000	Principal
Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator
Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
Diagnostic Assessments	Diagnostic assessments will be administered to all students in Tier III for reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	School and District RTI Coordinators, Principals
Tier III Identification	School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator, DoSE and Principals
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator
Edgenuity	Spencer County Schools will utilize the Edgenuity platform to expand the career pathways offered to students.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$38000	Assistant Superintendent High School Principal Hillview Academy Principal
Tracking System for College and Career Readiness	A tracking system will be monitored consistently to ensure that all students are college and career ready.	Policy and Process	08/01/2015	05/31/2016	\$0	High School Principal
Edgenuity	Students who are not mastering content will utilize the Edgenuity platform to reinforce learning.	Academic Support Program	08/01/2015	05/31/2016	\$35000	Principals
Writing Resources	Additional resources will be purchased that support writing instruction.	Direct Instruction	08/01/2015	05/31/2016	\$2000	Principals, Instructional Coaches
Communities of Practice	Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.	Direct Instruction	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt.

## KDE Comprehensive Improvement Plan for Districts

Spencer County

College and Career Coach	CCR Coach will lead activities to prepare students for life after high school, especially in the areas of college and career.	Academic Support Program	08/01/2015	05/31/2016	\$50000	Principal, Superintendent
Leader in Me / GRIT	Students will participate in leadership initiatives that will empower them in the learning process.	Other	08/01/2014	05/31/2016	\$30000	Assistant Supt., Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
High School Literacy Specialist	A literacy specialist will be hired at the high school to address literacy concerns.	Academic Support Program	08/01/2015	05/31/2016	\$40000	High School Principal, ECE Director
Project Lead the Way	Spencer County will investigate the options for implementing the Project Lead the Way initiative.	Career Preparation/Orientation	12/01/2015	05/31/2016	\$0	SCHS Administrators, and CCR Coach
AP Tutoring	AP tutoring sessions will take place throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$5000	AP Coordinator, High School Administrators
AP Courses	Additional AP courses will be offered to students.	Academic Support Program	08/01/2015	05/31/2016	\$5000	AP Coordinator, High School Administrators
Teacher Training	Teachers will receive ongoing training on the various components of this initiative.	Professional Learning	08/01/2015	05/31/2016	\$500	DoSE
CCR Coaching	Individualized academic counseling will be provided for students who have been identified as at risk for dropping out.	Academic Support Program	08/01/2015	05/31/2016	\$0	CCR Coach, High School Administrators, Guidance Counselors
Business Catalog	A catalog of business partners willing to participate in the CBWTP and the CWEC process will be developed and maintained.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$0	DoSE
Administrator Monitoring	High school administrators will meet with each at risk student on a regular basis to ensure that adequate progress is being maintained.	Academic Support Program	08/01/2015	05/31/2016	\$0	High School Administration
<b>Total</b>					<b>\$311100</b>	

### Spencer County Headstart

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Readiness Committee	A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.	Community Engagement	01/01/2016	05/31/2016	\$0	Asst. Supt., Preschool Coordinator

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Intentional Communication	Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.	Community Engagement	01/01/2016	05/31/2016	\$1000	Preschool Coordinator
<b>Total</b>					\$1000	

## Spencer County Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals
ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
Increase Boys' Literacy Skills	Each school will utilize appropriate strategies to improve boys' literacy skills - both reading and writing.	Academic Support Program	08/01/2015	05/31/2016	\$1000	Principals
Summer Intervention/Enrichment	Struggling students will attend a Summer Academic Program to improve literacy skills.	Academic Support Program	06/01/2016	08/01/2016	\$40000	Asst. Superintendent, Principals
Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Tutoring Services	Students who are struggling in literacy and/or math will be provided additional instructional time through before or after-school tutoring.	Tutoring	08/01/2015	05/31/2016	\$18000	Principal
Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals
Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator
Writing Resources	Additional resources will be purchased that support writing instruction.	Direct Instruction	08/01/2015	05/31/2016	\$2000	Principals, Instructional Coaches
Communities of Practice	Specific teachers will participate in communities of practice cohorts which include networking and training. These cohorts will focus on student empowerment, digital natives, and real world connections. These staff members will create model classrooms and serve as a recourse for colleagues.	Direct Instruction	08/01/2015	05/31/2016	\$5000	Principals, Assistant Supt.
Leader in Me / GRIT	Students will participate in leadership initiatives that will empower them in the learning process.	Other	08/01/2014	05/31/2016	\$30000	Assistant Supt., Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
High School Co-op	High school students will be hired as tutors to provide instructional support for elementary students.	Academic Support Program	08/01/2015	05/31/2016	\$5000	Elementary Principals
Readiness Committee	A readiness committee will be developed and charged with identifying ways to increase readiness skills for incoming kindergarten students.	Community Engagement	01/01/2016	05/31/2016	\$0	Asst. Supt., Preschool Coordinator
Intentional Communication	Spencer County Schools will make available information on K readiness activities to all relative organizations and at appropriate school and community events.	Community Engagement	01/01/2016	05/31/2016	\$1000	Preschool Coordinator

**KDE Comprehensive Improvement Plan for Districts**

Spencer County

**Total**

**\$141600**

**Hillview Academy**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Automaticity	Implement Math Automaticity on a daily basis for all 1st graders through Alg II students.	Direct Instruction	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
6th-12th Grade Transitions Model	All 6th through 12th grade math teachers will implement this research-based model from EKU which includes the Dynamic Teaching Model, Needs-Based Placement, and Transitional Courses.	Academic Support Program	08/01/2014	05/31/2016	\$0	Asst. Supt., Principals
Differentiated RIT Band Instruction	MAP data and the associated resources will be used to differentiate instruction for individual students based on their specific academic needs.	Academic Support Program	08/01/2015	05/31/2016	\$14000	Assistant Superintendent and Principals
ECE Monitoring	ECE teachers will conduct progress monitoring with their students on a regular basis and meet with principals to determine effectiveness of instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
Literacy Strategies	Teachers will implement the Common Core Literacy Standards with various strategies including increasing the reading and writing opportunities in all content areas.	Academic Support Program	08/01/2014	05/31/2016	\$2000	Principals
Goal Setting	All students will set goals based on MAP scores. These goals will be monitored and reviewed with the student on a regular basis.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches
RIT Band Instruction	RIT Band Instruction will be implemented to provide the appropriate personalized instruction for each student.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, WIN (What I Need) Coordinators
Student Success Plans	All students receiving ECE services will reflect on past performance on MAP and K-PREP and set goals through the development of Individual Success Plans or school-developed plans. The plan will be reviewed with students at least every nine weeks.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
ECE Department Chair Meetings	All ECE department and ARC chairpersons will attend monthly meetings with the Director of Special Education.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals
Content Reinforcement	The targeted schools will implement/monitor a schedule that allows students an opportunity for mastery learning through content reinforcement activities.	Academic Support Program	08/01/2015	05/31/2016	\$2000	DoSE and Principals
One-on-One Testing	Schools will implement one-on-one testing schedules throughout the school year for ECE students who need this testing environment. Proctors will be identified and trained early in the school year. Proctors will develop positive relationships with their students and provide individual student instruction on how to utilize their accommodations throughout the school year.	Academic Support Program	08/01/2015	05/31/2016	\$0	DoSE and Principals



# KDE Comprehensive Improvement Plan for Districts

Spencer County

Tier 1 Instruction	Each school will implement/monitor a plan to improve Tier I instruction using research-based strategies.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Curriculum Documents and Timelines	All teachers will utilize curriculum documents and timelines aligned with the Common Core Curriculum as well as collaborate regularly in order to continuously refine and improve instruction.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Principals, Instructional Coaches
Curriculum Maps/Pacing Guides	Curriculum maps/Pacing guides will be maintained in each teacher's lesson plan binder and monitored during Learning Walks and classroom visits.	Academic Support Program	08/01/2015	05/31/2016	\$0	Assistant Superintendent, Principals, Instructional Coaches
Quarterly Curriculum Reviews	Each principal will conduct Quarterly Curriculum Reviews (QCRs) after each MAP assessment in order to monitor curriculum, assessment and individual student progress.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Vertical Curriculum Discussions	Vertical discussions will be held with teachers to eliminate gaps and overlaps in the curriculum, refine instruction and assessment, and share information on individual students.	Academic Support Program	08/01/2015	05/31/2016	\$2500	Assistant Superintendent, Principals, Preschool Coordinator
Common Unit Assessments	Teachers will give common unit assessments in order to improve academic achievement. They will collaborate to write the assessments, analyze the results, and determine next steps.	Academic Support Program	08/01/2015	05/31/2016	\$2000	Assistant Superintendent, Principals
CCR Lab	Seniors who have not yet met the benchmarks on the ACT for College Ready will take a CCR Lab course in addition to their regular English and/or Math so that they can meet the required benchmarks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Individual Learning Plans	Students will utilize their Individual Learning Plans to the fullest extent possible to help guide them into a college and/or career pathway.	Other	08/01/2015	05/31/2016	\$0	Principals and Guidance Counselors
Data Analysis	All principals and teachers will do an in-depth data analysis of all test results (MAP, K-PREP, End of Course, ACT, etc.) to determine which students are not making adequate progress and to inform instruction.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Technology	The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0	Technology Director and Principals
Spencer County Teacher Academy	Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0	New Teacher Cadre Coordinator

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Professional Learning for All Teachers	Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000	Assistant Superintendent and Principals
Tier 2 and 3 Interventions	Research-based intervention strategies/programs will be implemented for RTI students (Tier 2 and 3) in reading, math, and writing.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals, Title I/RTI Coordinator, DoSE and Assistant Superintendent of Instruction
Diagnostic Assessments	Diagnostic assessments will be administered to all students in Tier III for reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	School and District RTI Coordinators, Principals
Tier III Identification	School psychologists will be involved in the Tier III RTI meetings. They will provide information on appropriate Tier III interventions, progress monitoring and the ECE referral process.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator, DoSE and Principals
RTI Schedule	School schedules will include additional instructional/intervention time for RTI students in reading and math.	Academic Support Program	08/01/2015	05/31/2016	\$0	Principals
Progress Monitoring	AIMSwebb will be utilized for progress monitoring in Tier III.	Academic Support Program	08/01/2015	05/31/2016	\$600	DoSE, RTI Coordinator, Principals
RTI Progress Monitoring	A district coordinated monitoring system will be utilized for the RTI program that will include the following: diagnosis of student need, assignment to intervention, progress monitoring and fidelity checks.	Academic Support Program	08/01/2015	05/31/2016	\$0	Title I/RTI Coordinator
Edgenuity	Spencer County Schools will utilize the Edgenuity platform to expand the career pathways offered to students.	Career Preparation/Orientation	08/01/2015	05/31/2016	\$38000	Assistant Superintendent High School Principal Hillview Academy Principal
Tracking System for College and Career Readiness	A tracking system will be monitored consistently to ensure that all students are college and career ready.	Policy and Process	08/01/2015	05/31/2016	\$0	High School Principal
Edgenuity	Students who are not mastering content will utilize the Edgenuity platform to reinforce learning.	Academic Support Program	08/01/2015	05/31/2016	\$35000	Principals
Standards	Instruction will be directly connected to a grade level, content specific standard.	Direct Instruction	08/01/2015	05/31/2016	\$0	Principals, Instructional Coaches

**KDE Comprehensive Improvement Plan for Districts**

Spencer County

CCR Coaching	Individualized academic counseling will be provided for students who have been identified as at risk for dropping out.	Academic Support Program	08/01/2015	05/31/2016	\$0	CCR Coach, High School Administrators, Guidance Counselors
Adminstrator Monitoring	High school administrators will meet with each at risk student on a regular basis to ensure that adequate progress is being maintained.	Academic Support Program	08/01/2015	05/31/2016	\$0	High School Administration
<b>Total</b>					\$112600	

# **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?**

Questions:

- What are the primary areas of need in our district?
- What areas of strength can we build on to maintain/promote academic growth in our district?
- How do we fund/support our academic priorities?
- How do we monitor our initiatives throughout the year?

Data Reflections (What does the data tell us?):

- Math - there are a number of target areas (e.g. computation) and schools (SCHS) that are below the state average.
- Gender Gap - there are some significant gaps between our females and males in the district.
- Writing - the On-Demand scores indicate a continued need to focus on writing throughout the district.
- ECE - we have a number of our students scoring below state averages.
- Content Area Literacy - we feel like there is a need to focus on integrating literacy standards in Science, Social Studies and Technical areas.
- Student Growth- growth scores indicate a need to focus on personalized learning for each student.
- Science and Social Studies Standards- the adoption of the next generation science standards as well as the anticipated adoption of social studies will require the allocation of time and resources to implement effectively.
- The HS has been identified as a focus school in the area of ECE reading. This is an area that needs to be addressed.

## 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?**

District Strengths:

- > Reading Performance Level - above state average at levels
- > Math Performance Level - above state average at elementary and middle schools levels
- > Social Studies Performance Level- above state average in elementary and middle school levels
- > Science Performance Level - above state average at elementary and middle school levels
- > Writing Performance Level - above state average at elementary and middle school levels
- > Language Mechanics Performance Level - above state average at the high school levels
- > ACT composite and several individual areas above the state average

Sustainability Actions:

- > Monitoring of Programs/Initiatives
- > CDIP/CSIP Review and Development
- > SCLT - monthly meetings to review ISLN, state and district initiatives
- > Spencer County Teacher Academy (1st and 2nd year teachers)
- > Math Automaticity
- > District Expectation/Learning Walks
- > Writing Plans
- > PLCs

Areas of Celebration:

- > Elementary averages continue to achieve above the state level in almost all content areas. SCES has received a proficient or distinguished rating every year as is distinguished for the second straight year.
- > Spencer County High School did show significant improvement this year and was labeled as a high proficient school.
- > Spencer County Middle School also had significant improvement and was also labeled as a distinguished school.
- > Spencer County School District was at the 91st percentile this past school year and was label as a distinguished / high progress school district.
- > Spencer County School District is an active participant in the RTT grant which will lead to greater opportunities for personalized student learning.

## Opportunities for Improvement

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

Areas of Need:

- Performance Levels (NAPD Calculation):
  - > Math - high school
  - > Science - high school
  - > Social Studies - all levels
  - > Writing - All schools
  - > Reading - all schools need to continue to focus on reading as it is the foundation of all learning
- Performance of Gap Group specifically at the middle and high school
- Gender Gaps - variations between scores of boys and girls in many areas
- Growth Scores for individual students
- College Career Readiness
- Students with Disabilities (ECE)

Improvement Plans:

- CDIP and CSIPs
- Writing Plans
- Kansas Writing Strategies
- Development of Common Assessments
- Professional Development;
  - > Literacy Strategies
  - > RIT Band Instruction
- Horizontal and Vertical Curriculum Review Meetings
- Transition Meeting
- RTI Structure/Initiatives (e.g. ALEKs Math, SRA Reading)
- ACT Prep Classes
- Increase number of career pathways
- ESS
- PLCs
- Math Automaticity
- ECU Math Initiatives
- New Teacher Cadre
- Revised District Expectations and Learning Walk Protocol
- Program Reviews
- Focus on Teacher Recruitment, Development and Retention
- Involvement in the RTT Grant
- 21st Century Program (Grizzlies Beyond the Bell) at Spencer County Middle School
- Focus on visible learning strategies





## **Oversight and Monitoring**

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

Oversight and Monitoring Process:

- CDIP/CSIP - Quarterly Curriculum Checks
- RTI - Progress Monitoring Records/Meetings
- Spencer County Leadership Team - monthly meetings to review ISLN, state and district initiatives
- Spencer County Teacher Academy (1st and 2nd year teachers)
- KTIP - district coordination
- Data Analysis
- Math Automaticity Fidelity Checks
- District and School Learning Walks
- Writing Plans
- PLCs
- Personalized Learning Plans at each school as a result of the RTT Grant
- School Data Teams

## Conclusion

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

Spencer County School District/Schools has good reason to feel good about the progress that has occurred not only this past academic school year but over the past several years as well. Spencer County has progressed from a district that was consistently under-performing to one that ranks in the top 15% of all Kentucky school districts.

Our next step will be to review and analyze the data in greater depth from a school and district perspective, then review our previous CDIP to evaluate the effectiveness of the initiatives outlined in that plan. We plan to continue those initiatives that are showing an impact on student growth and learning and discontinue strategies/activities that are not showing a positive impact.

Finally, we will research and target new initiatives and/or strategies to address our areas of growth and develop protocols for monitoring and evaluating their on-going impact on student learning.

# **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:**

Reduce the percentage of teacher turnover from 15.8% to 12.8% by the 2015-2016 school year.

**Measurable Objective 1:**

collaborate to reduce the percentage of teacher turnover in the the district by 05/31/2016 as measured by reviewing the equity tab of the Kentucky Performance Report.

**Strategy1:**

Equity - Principals will ensure that low income or minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of -field teachers.

Category:

Research Cited:

Activity - SBDM Student Assignment Policy	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each principal will review annually with the school's SBDM Council the student assignment policy to ensure that low-income and minority students are not taught at a higher rate than other students by inexperienced, unqualified, or out-of-field teachers.	Academic Support Program	08/01/2015	05/31/2016	\$0 - No Funding Required	Principals

**Strategy2:**

Teacher Recruitment - Spencer County will implement an intentional plan for recruiting and retaining quality teachers.

Category: Human Capital Management

Research Cited:

Activity - Recruiting Fairs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Spencer County will attend teacher recruiting fairs. Student leaders will be invited to participate on these teams.	Recruitment and Retention	08/01/2015	05/31/2016	\$1000 - General Fund	Personnel Director, Principals

**Strategy3:**

Professional Learning - Professional Learning opportunities will be provided to all teachers.

Category:

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Research Cited:

Activity - Spencer County Teacher Academy	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0 - No Funding Required	New Teacher Cadre Coordinator

Activity - Professional Learning for All Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000 - General Fund	Assistant Superintendent and Principals

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

**Goal 1:**

Increase the percentage of students who are college or career ready from 70.4% to 75.0% by 2016. SCHS has exceeded the CCR benchmark the previous five years.

**Measurable Objective 1:**

collaborate to increase the percentage of seniors who are college or career ready to 75.0% by 05/31/2016 as measured by Unbridled Learning.

**Strategy1:**

Technology - The consistent availability of technology will be increased to improve teacher effectiveness and student learning.

Category:

Research Cited:

Activity - Technology	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The technology director will meet with each building principal monthly to facilitate the consistent availability and use of technology.	Technology	08/01/2015	05/01/2016	\$0 - Other	Technology Director and Principals

# KDE Comprehensive Improvement Plan for Districts

Spencer County

Activity - Customer Service Approach	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Spencer County Technology Team will develop a mission statement that reflects a customer service mentality.	Technology	08/01/2015	05/31/2016	\$0 - No Funding Required	Technology Team, Assistant Supt.

Activity - STLP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Spencer County Schools will implement an active STLP program in all schools.	Technology	08/01/2015	05/31/2016	\$2000 - General Fund	District Technology Coordinator, Principals

## Goal 2:

Reduce the percentage of teacher turnover from 15.8% to 12.8% by the 2015-2016 school year.

## Measurable Objective 1:

collaborate to reduce the percentage of teacher turnover in the the district by 05/31/2016 as measured by reviewing the equity tab of the Kentucky Performance Report.

## Strategy1:

Professional Learning - Professional Learning opportunities will be provided to all teachers.

Category:

Research Cited:

Activity - Spencer County Teacher Academy	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers (1st and 2nd year) who are new to the district will be provided on-going professional development, guidance, and support with a focus on research-based instructional strategies. Graduate credit will be offered for this experience through a collaborative effort with Campbellsville University.	Academic Support Program	07/01/2015	05/31/2016	\$0 - No Funding Required	New Teacher Cadre Coordinator

Activity - Professional Learning for All Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will provide on-going, job-embedded, research-based professional learning in the following areas: CHETL, Professional Growth and Evaluation System (Danielson Framework), RIT Band Instruction, Literacy Strategies, Math Strategies, Thinking Strategies, Science and Social Studies' Standards, and related arts.	Professional Learning	08/01/2015	05/31/2016	\$10000 - General Fund	Assistant Superintendent and Principals



## **KDE Assurances - District**

## **Introduction**

KDE Assurances for Districts

**District Assurances**

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

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

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

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

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

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

Spencer 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

Spencer 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**

Spencer 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.	N/A		

<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.	N/A		

<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

Spencer 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.	N/A		

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.	N/A		

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

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

# KDE Comprehensive Improvement Plan for Districts

Spencer County

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



# **Equitable Access Diagnostic**

## **Introduction**

### Description

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

## Needs Assessment

Label	Assurance	Response	Comment	Attachment
1.1	Has a review of the data has been conducted to determine barriers to achieve equitable access to effective educators within the district?	Yes		

**What are the barriers?**

The proximity to Jefferson County and other higher paying school districts make it difficult to retain some teachers. Although, we are better than the state average on teacher retention we do have some turnover that we would like to reduce. Spencer County also has a limited industrial base which means that local employment opportunities for spouses of educators are difficult to find.

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

- Tell Survey Data
- Comparison of Salary Scales
- Equity Tab Data
- Local Survey Data

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

- Location
- Salary Scale (money)
- District Size

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

The Professional Growth and Effectiveness data indicates that 99% of the teachers in Spencer County are at the Accomplished or Exemplary level. This is higher than the state average of 93%. Based on this information we should be able to infer that quality instruction is taking place in most all classrooms throughout the district.

## 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.**

All schools have policies that ensure that placement of students in classrooms is based on a heterogeneous grouping. All teachers in Spencer County classify as highly qualified. However, these policies ensure that all students, regardless of their demographics, have equal access to quality educators.

**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?**

All available student data sources (State Assessment Data, Behavioral Data, Common Assessments, teacher ratings, MAP, etc.) are reviewed and considered when making placement decisions. This ensures that equitable classrooms are developed in all schools. The only exceptions being accelerated or advanced placement classes at the high school level and these decisions are based on past student performance.

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

The district analyzes all available student data on a regular basis to make instructional decisions. Spencer County School District has an aggressive recruitment process and teachers are hired based on the needs of the schools and district. Numerous recruiting fairs are attended by administrators as well as students to attract the best teachers to our district. Specific attention is given to those content areas that are in great demand as well as recruiting teachers with diverse backgrounds.

**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 analyzes all available student data on a regular basis to make instructional decisions. Spencer County School District has an aggressive recruitment process and teachers are hired based on the needs of the schools and district. Numerous recruiting fairs are attended by administrators as well as students to attract the best teachers to our district. Specific attention is given to those content areas that are in great demand as well as recruiting teachers with diverse backgrounds.

**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 analyzes all available student data on a regular basis to make instructional decisions. Spencer County School District has an aggressive recruitment process and teachers are hired based on the needs of the schools and district. Numerous recruiting fairs are attended by administrators as well as students to attract the best teachers to our district. Specific attention is given to those content areas that are in great demand as well as recruiting teachers with diverse backgrounds.

**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.**

We do not have schools where this situation exists so this is not a need for our district. However, the district always analyzes available student data on a regular basis to make instructional decisions. Spencer County School District has an aggressive recruitment process and teachers are hired based on the needs of the schools and district. Numerous recruiting fairs are attended by administrators as well as students to attract the best teachers to our district. Specific attention is given to those content areas that are in great demand as well as recruiting teachers with diverse backgrounds.

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

New teachers in our district participate in what is called the Spencer County Teacher Academy (SCTA). This is an induction process that consists of specific professional development relative to the district and designed to help new teachers be more successful in the classroom. This group meets for two full days in the summer as well as monthly throughout the school year. We also continue this support quarterly during their second year. Teachers also have access to ongoing support through the PLC process as well as other collaborative opportunities. All schools have instructional coaches and one of their responsibilities is to work with and mentor your inexperienced teachers.

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

Teachers who fall into this category are encouraged to attend the sessions of the Spencer County Teacher Academy that are relative to their individual deficits. These teachers are also placed on an intentional individualized teacher support plan as well. Mentoring is provided by the building administrator and instructional coach.

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

These are being addressed through the working condition goals established by our building administrators. However, TELL survey data has improved over the past several years and is generally positive in nature. The specific areas that were identified have addressed and plans are in place to improve in these areas.

## Questions

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

Spencer County School District does not have an issue with equitable access. Teachers are recruited based on the need of the school and district and only highly qualified individuals are hired. Careful consideration is given to hiring those individuals with diverse experiences and backgrounds. By doing so we can best ensure that the needs of our students are being met. Spencer County Schools district is below the state average when it comes to teacher retention. However, we feel that much of this is due to teachers moving to different positions within the school of district and intentional choices by administrators to make needed personnel changes. However, despite this fact we had still set a goal to improve that number by three percentage points for next year.