

Comprehensive District Improvement Plan (CDIP)

Rationale

District improvement efforts are a collaborative process involving multiple stakeholders. Through the improvement planning process, leaders focus on priority needs, district funding, and closing achievement gaps among identified subgroups of students. When implemented with fidelity, the Comprehensive District Improvement Plan (CDIP) cultivates an environment that promotes student growth and achievement.

Operational Definitions

Goal: Long-term three to five year targets based on the six (6) required district goals: proficiency, separate academic indicator, achievement gap closure, graduation rate, growth, and transition readiness. Long-term targets should be informed by The Needs Assessment for Districts.

Objective: Short-term target to be attained by the end of the current academic year. There can be multiple objectives for each goal.

Strategy: An approach to systematically address the process, practice, or condition that the district will focus its efforts upon in order to reach its goals or objectives. There can be multiple strategies for each objective. The strategy can be based upon Kentucky's six (6) Key Core Work Processes listed below or another established improvement approach (i.e. *Six Sigma, Shipley, Baldrige, etc.*).

Activity: Actionable steps used to deploy the chosen strategy. There can be multiple activities for each strategy.

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

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

Measure of Success: Criteria that shows the impact of the work. The **measures** may be quantitative or qualitative, but are observable in some way.

Progress Monitoring: Process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Should include timelines and responsible individuals.

Funding: Local, state, or federal funds/grants used to support (or needed to support) the improvement initiative.

Requirements for Building an Improvement Plan

- There are six (6) required district goals: proficiency, separate academic indicator, achievement gap, graduation rate, growth, and transition readiness.
- The required school goals include the following:
 - For elementary/middle school, these include: proficiency, separate academic indicator, achievement gap, and, growth.
 - For high school, these include: proficiency, separate academic indicator, achievement gap, graduation rate, and transition readiness.

Explanations/Directions

Goal: Include long-term three to five year targets based on the six (6) required district level goals. Long-term targets should be informed by The Needs Assessment for Districts.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Include short-term targets to be attained by the end of the current academic year. There can be multiple objectives for each goal.</p>	<p>An approach to systematically address the process, practice, or condition that the district will focus its efforts upon in order to reach its goals or objectives. There can be multiple strategies for each objective. The strategy can be based upon Kentucky's six (6) Key Core Work Processes listed above or another established improvement approach (i.e. <i>Six Sigma, Shipley, Baldrige, etc.</i>).</p>	<p>Include actionable steps used to deploy the chosen strategy. There can be multiple activities for each strategy.</p>	<p>List the criteria that shows the impact of the work. The measures may be quantitative or qualitative, but are observable in some way.</p>	<p>Discuss the process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Should include timelines and responsible individuals. Progress monitoring ensures that plans are being revisited and an opportunity to determine whether the plan is working.</p>	<p>List the funding source(s) used to support (or needed to support) the improvement initiative.</p>

1: Proficiency Goal

Goal 1 (State your proficiency goal.): By 2025 the district will increase proficiency scores in reading and math for all students by 15% .					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Objective 1 Objective 1: By May 2021, 55% of elementary students, 52.1% of middle school students and 38.6% of high school students will score at or above proficiency in reading.</p> <p>Objective 2: By May 2021, 44.1% of elementary, 38% middle school students and 20.2% of high school students will score at or above proficiency in math.</p>	<p>KCWP 2- Design and Deliver Instruction</p>	<p>Activity- Direct Explicit Instruction</p> <p>District leadership will ensure all teachers design instruction using Direct Explicit Instruction through monitoring and targeted support.</p>	<p>Increased proficiency in reading and math.</p>	<p>Quarterly Report Lesson Plans Walkthrough Tools 30-60-90s eleots</p>	<p>Instructional Coaches</p>
		<p>Activity- New Teacher Cadre</p> <p>The district will provide support to new teachers on effective instructional practices through the implementation of New Teacher Cadres and mentorship program.</p>	<p>Increased capacity in new teachers in delivery of effective instruction.</p>	<p>Lesson Plans Walkthrough Documents Survey Data Agendas with minutes Teacher Retention eleots</p>	<p>Title II</p>
		<p>Activity- Clear Learning Intentions</p> <p>District leadership will ensure systematic processes are in place to ensure students are aware of learning goals through clear learning targets and success criteria.</p>	<p>Increased proficiency in reading and math.</p>	<p>Lesson Plans Walkthrough Documents Quarterly Report 30-60-90s</p>	<p>Instructional Coaches</p>
		<p>Activity- National Boards for Certified Teachers</p> <p>District leadership will support National Board candidates through Candidate Cadres and mentoring programs.</p>	<p>Increased teacher capacity.</p>	<p>NBCT Cadre Agendas Survey Data 30-60-90s Number of NBCT Teachers in District</p>	<p>Striving Readers 2 Candidates @ 2 portfolios - \$2,500</p>

		<p>Activity- Remote Learning</p> <p>District will support professional learning to ensure teachers have necessary skills to provide rigorous engaging instruction in a remote learning environment.</p>	<p>Increased proficiency in reading and math.</p> <p>Increased teacher capacity.</p>	<p>Tech Cadre Agendas</p> <p>PD Agendas</p> <p>PLC Agendas</p> <p>Weekly Newsletters</p> <p>Lesson Plans</p> <p>Walkthrough Data</p>	<p>GF/Grants:</p> <p>Digital Learning Coaches</p> <p>Instructional Coaches</p>
	KCWP 3- Design and Deliver Assessment Literacy	<p>Activity- Assessment Alignment</p> <p>District will support schools to ensure all three-week common assessments are aligned to KAS and teacher developed pacing documents.</p>	<p>Increased proficiency in reading and math.</p>	<p>Three-week summative data</p> <p>CASE 21</p> <p>PLC minutes</p> <p>Quarterly Report</p> <p>Curriculum Pacing Documents</p>	<p>GF- CASE 21 (\$18,000)</p>
		<p>Activity- Assessment Development</p> <p>District will provide professional learning on CASL assessment development for formative and summative assessments and assist schools in developing and implementing at the school level.</p>	<p>Increased proficiency in reading and math.</p>	<p>Three-week summative data</p> <p>CASE 21 Interim Assessment Data</p> <p>Lesson Plans</p> <p>PLC Protocol</p> <p>PLC minutes</p> <p>Agendas</p> <p>Quarterly Report</p> <p>PD Plan</p>	<p>GF- CASL Materials 80 @ \$50 = \$4,000</p>
	KCWP 4: Review, Analyze, Apply Data Results	<p>Activity- Student Data Ownership</p> <p>District will support schools in the development and implementation of student friendly Plan, Do, Study, Act (PDSA) allowing for student driven decision making about their learning.</p>	<p>Increased proficiency in reading and math.</p>	<p>PDSAs</p> <p>PLC Agendas</p> <p>Quarterly Report</p>	<p>NA</p>
	KCWP 5: Design, Align, Deliver Support Processes	<p>Activity: Differentiation</p> <p>District will support schools to ensure differentiated instruction is used to meet the needs of all students.</p>	<p>Increased proficiency in reading and math.</p>	<p>Gifted and Talented Data</p> <p>GAP Data</p> <p>MTSS Data</p> <p>ESS Data</p> <p>Quarterly Report</p> <p>Walkthrough Data</p> <p>Title I, Title II Funded Teacher Support</p>	<p>Title I, Title II, Title IV, Gifted Service Funding, General Funds</p>

2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal.): By 2025, the district will increase scores in science, social studies, and writing by 15%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Objective 1 By May 2021, 20.9% of elementary, 14.3% of middle school students and 21.6% of high school students will score at or above proficiency in Science.</p> <p>Objective 2 By May 2021, 58.0% of elementary students and 62% of middle school students will score at or above proficiency in Social Studies.</p> <p>Objective 3 By May 2021, 46.6% of elementary students and 31% of middle school students and 35.2% of high school students will score at or above proficiency in writing.</p>	KCWP 1: Design and Deploy Standards	<p>Activity: Literacy Design Collaborative</p> <p>District will support schools through professional learning and targeted coaching to implement LDC instructional tools social studies and science.</p>	Increased student achievement in science, social studies, and writing.	<p>Lesson Plans 30-60-90s Curriculum Pacing Timelines District Writing Plan Monitoring</p>	<p>Striving Readers</p> <p>Instructional Coaches</p>
	KCWP 2: Design and Deliver Instruction	<p>Activity: Targeted Support</p> <p>District Instructional Team will provide targeted and specific support to teachers in content areas identified as high need.</p>	Increased teacher capacity.	<p>Walkthrough Documents 30-60-90s PLC minutes</p>	Title I
	KCWP 3: Design and Deliver Assessment Literacy	<p>Activity: Literacy Team</p> <p>District will support the work of the district literacy team and schools to ensure the writing plan is implemented with fidelity.</p>	Increased proficiency in writing.	<p>Curriculum Pacing Timelines Lesson Plans District Writing Plan Monitoring</p>	NA

3: Growth

Goal 3 (State your growth goal.):By May 2025 Menifee County will increase the percentage of students making gains on KPREP by 15%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By May 2021, Menifee County Schools will increase the overall academic index by 5%.	KCWP 1: Design and Deliver Instruction	Activity- Kagan District will support schools to ensure Kagan is implemented in instructional delivery with fidelity.	Increased student achievement.	Walkthrough Data eleots Lesson Plans	N/A
	KCWP 4: Review, Analyze, Apply Data Results	Activity- Student Data Ownership District will support schools in the development and implementation of student friendly Plan, Do, Study, Act (PDSA) allowing for student driven decision making for their learning.	Increased student achievement.	iReady CASE Common Assessments Visible Learning Displays Student Data Notebooks (virtual or paper/pencil) Survey Results	N/A
	KCWP 5: Design, Align, Deliver Support Processes	Activity: Evaluation of Resources District will establish a process that ensures Needs Assessment results are reflected in the systemic approach for funding expenditures that support school improvement efforts.	Increased student achievement	COLA 30-60-90s Budget Agendas Budget Quarterly Report	N/A

4: Achievement Gap

Goal 4 (State your achievement gap goal.): By May of 2025 Menifee County Schools will increase the number of demographically identified students scoring at or above proficiency by 15%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 Objective 1: Free and Reduced Lunch	KCWP 5: Design, Align, Deliver Support Processes	Activity: Multi-tiered Systems of Support (MTSS)	Increased student achievement in reading and math.	MTSS PLC Agendas MTSS Data Trackers Quarterly Report	Interventionists

<p>By May 2021, 50.7% of elementary, 46.5% middle school students, and 30.3 % of high school students in the free/reduced lunch gap will score at or above proficiency in reading and math</p> <p>By May 2021, 42.3 % of elementary and 33.6% of middle school students, and 10% of high schools students in the free/ reduced lunch gap will score at or above proficiency in math</p>		<p>The district will support schools in implementing Menifee County MTSS framework with fidelity.</p>			
		<p>Activity: Social Emotional Learning (SEL)</p> <p>District will support schools with implementation of the new SEL curriculum.</p>	<p>Increased teacher capacity</p>	<p>Professional learning agendas Counselor Cadres 30-60-90s Quarterly Report</p>	<p>N/A</p>
		<p>Activity: MTSS Goal Setting</p> <p>The district will support schools with student goal setting protocols in both behavior and academics.</p>	<p>Decrease in student behavior incidents.</p> <p>Increase in academic performance.</p>	<p>Professional learning agendas Goal setting trackers 30-60-90s</p>	<p>N/A</p>
<p>Objective 2:Special Education</p> <p>By May 2021, 23.6% elementary students, 25.2%, middle school students receiving special education services will score at or above proficiency in reading.</p> <p>By May 2021, of 16.7% elementary students, 22.6% middle school receiving special education services will score at or above proficiency in math.</p>	<p>KCWP 2: Design and Deliver Instruction</p>	<p>Activity: Curriculum</p> <p>District will ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery and standards.</p>	<p>Increase in proficiency data.</p>	<p>Master Schedules PLC agendas Curriculum Pacing Documents</p>	<p>N/A</p>
		<p>Activity: Co-Teaching</p> <p>District will ensure systems are in place for collaboration between co-teachers focused on content and individual student needs.</p>	<p>Decreased number of students scoring novice in reading and math.</p>	<p>Master Schedules Lesson Plans PLCs Walkthrough Data Quarterly Report</p>	<p>N/A</p>
	<p>KCWP 5: Design, Align, Deliver Support Services</p>	<p>Activity: Direct Instruction</p> <p>District will set clear expectations for direct instruction for resource setting in reading, math, writing and behavior.</p>	<p>Decreased number of students scoring novice in reading, math, and writing.</p> <p>Decreased office referrals.</p>	<p>Lesson Plans Instructional Schedules IEP Goals Quarterly Report</p>	<p>IDEA B</p>

		Activity: Menifee County Special Educator Cadres District will lead monthly cadres focused on professional learning and data analysis.	Increase teacher capacity.	Cadre Agendas Participation Sheets Stakeholder Feedback Resources Shared	NA
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5: Transition Readiness

Goal 5 (State your transition readiness goal.): By May 2025, 100% of high school students will be transition ready as defined by KDE.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 By May 2021, high school students will receive a composite score of 19.0 on the ACT. Objective 2 By May 2021, 65% of high school students will be transition ready based on academic and/or career readiness indicators.	KCWP- 2: Design and Deliver Instruction	Activity: Differentiated Instruction District instructional team will support teachers in implementing targeted instruction to identified students using high impact instructional strategies.	Increased ACT composite scores.	CERT Data Quarterly Report Walkthroughs PLC agendas Lesson Plans	Title II, Title IV, Gifted Service Funding, General Funds
		Activity: ACT The district will ensure that resources are available to promote student achievement on college readiness assessments.	Increased ACT composite scores.	CERT Data ACT District Testing (10th grade) ACT Scores Assessment Calendar	Gear Up
		Activity: CTE District will collaborate with the CTE Admin team to support the CTE Program at all levels.	Increased career readiness data.	CTE Admin Agendas 30-60-90s PLC agendas EOP and Industry CERT Data Survey Data	CTE Coordinator

By May 2021, 60% of 3rd graders will be reading on level.	KCWP 2: Design and Deliver Instruction	Activity: Foundational Reading Skills District will support schools through professional learning and systems for monitoring phonics routines and guided reading implementation.	Increase in number of students reading on level by the end of third grade.	KPREP Data F & P iReady Walk Through Documents Professional Learning Agendas	Striving Readers Title I 21st CCLC
	KCWP #4: Review, Analyze and Apply Data	Activity: Standards Based Grading (K-1) District will develop and support schools in implementation of standards based grading practices for primary students.	Increase in standards mastery for primary students.	Standards Based Report Cards Parent Communication Plan 30-60-90s PLC minutes iReady F & P	NA

6: Graduation Rate

Goal 6 (State your graduation rate goal.): By 2025, the graduation rate will increase to 100%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 By May 2021, 95% of high school students will graduate in a 4-year cohort.	KCWP 6: Establishing a Learning Culture and Environment	Activity: Persistence to Graduation District will support high school in the utilization of Persistence to Graduation Tool/Early Warning Tool to assist in identifying students at risk for remediation, failure, and/or untimely graduation.	Increased graduation rate.	Graduation Rate College and Career Readiness Data PLC Agendas 30-60-90s	N/A
		Activity: Career Awareness District will support schools to ensure students are provided with opportunities to experience career presentations, CTE opportunities, and ILP planning.	Increased graduation rate.	Graduation Rate CTE PLC Agendas ILP Completion 30-60-90s	N/A
		Activity: Credit Recovery	Increased graduation rate.	Graduation Rate Credit Recovery Courses Completed	KECSAC General Funds

		District will provide support in delivering alternative options for students to achieve graduation through credit recovery options.		Alternative Program	
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Special Considerations for Districts with Targeted Support and Improvement (TSI) Schools

Districts with a school identified for Targeted Support and Improvement (TSI) must monitor and provide support to the school to ensure the successful implementation of the school improvement plan (703 KAR 5:280(11)). The local board of education must review and approve the revised school improvement plan for TSI schools (KRS 160.346(4)(a)) .

Monitoring and Support

Consider: Describe the district's plan for monitoring and supporting the school improvement plan of any school identified for TSI. Include in your response information regarding the process for local board review and approval.

Response: