



KDE Comprehensive Improvement Plan for Districts

Warren County

303 Lovers Lane
Bowling Green, KY 42102

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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?

The Warren County Public School District is located in a rapidly growing part of South Central Kentucky. The county seat of Warren County is the city of Bowling Green and the home of Western Kentucky University. Bowling Green is also home to several large, well-known industries such as the only Corvette Assembly Plant, Fruit of the Loom, and Camping World. The Warren County Public School District is the fourth largest employer within the boundaries of our county and employs more than 2,500 individuals. U.S. Census information from 2014 estimated the population for Warren County at just over 120,000.

Currently, the District consists of approximately 15,000 students. The Warren County Public School District is the 4th largest district in the Commonwealth of Kentucky. The District is made up of 14 elementary schools, 4 middle schools, 4 high schools, and five alternate schools. According to the 2014-2015 District Report Card, the student population consists of the following: 72.7% White, 8.2% African Americans, 8.2% Hispanic, 6.0% Asian, 0.1% Alaska Native, 0.3% Native Hawaiian/Pacific Islander, and 4.4% two or more. Males make up 51.2% of the student population and females 48.8%. The District serves approximately 1628 students (11.4%) with special needs and 2,868 (20.1%) GT identified students.

Based on 2014-15 information, free lunch participants total 7,410 and reduced participants total 762. By combining these numbers, the results show that 57.1% of our students participate in the free/reduced program. There are eleven schools that currently participate in the Community Eligibility Provision for free meals.

The Warren County Schools serve a culturally and linguistically diverse community of students and families. At the present time, just over 1600 students are eligible for and are receiving English Language Development (ELD) programs and services, just over 10% of our overall student population. Our English Learners (ELs) come from over 30 countries, including Mexico, Guatemala, El Salvador, Colombia, Cuba, Bosnia, Burma, Thailand, Somalia, Liberia, Bhutan, Jordan, Iraq and Saudi Arabia. Over 59 languages and dialects are spoken by our international students. Bowling Green/Warren County has long been a destination for immigrant and refugee families, and this has impacted enrollment in Warren County Schools dramatically. Since 2007, the number of students classified as EL has grown 150%.

Many of our EL students are refugee students who came to the U.S. to escape violence and/or persecution, and many of these students formerly resided in refugee camps, some for many years. A significant number of our immigrant and refugee students have had disruptions in education due to violence, natural disasters and/or other factors, and they have not yet attained literacy in their first language. Many of our culturally/linguistically diverse families have difficulties with housing and can be very transient. Schools that serve large numbers of culturally/linguistically diverse families can sometimes withdraw more students than they enroll during the course of a year.

The culturally and linguistically diverse families in Warren County School face educational, linguistic, cultural and social-emotional challenges each and every day, and our teachers, administrators and staff seek to address these challenges in a multitude of ways. An enrollment/welcome center, the GEO Center, was established in 2011 to address the needs of culturally/linguistically diverse students and their families when they first enter the district. The staff at the GEO Center conduct language screenings, complete enrollment paperwork, arrange and facilitate required health screenings and coordinate services with various community partners in an effort to ensure that newly arrived immigrant and refugee families have a successful and relatively smooth transition to the Warren County Schools. At the present

time, 64 teachers and instructional assistants work in the English Learner (EL) Programs department to provide both direct and collaborative instructional services to help our EL students learn English. Instructional services are both needed and provided at all 22 A-1 schools in the District.

Warren County strives to ensure that students are taught by highly qualified educators following the criteria set by federal and state regulations. 99.6% of all classes taught in 2013-2014 school year were taught by teachers who were highly qualified in their content area. There are 51 National Board Certified Teachers throughout the district. In addition, 41.3% percent of teachers have a Masters Degree, 17.2% have a Rank 1, and 0.7% hold a specialist or doctorate degree. The teaching staff is 78.4% female and 21.6% male. The average teaching experience of the staff is 10.5 years.

These challenges and opportunities keep us focused on providing a differentiated approach to teaching that serves the individual needs of our students.

System's Purpose

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

The mission of the Warren County Public Schools is to prepare students to think independently, to learn throughout life, and to be happy, healthy, productive members of a democratic society.

The Warren County Public School District is dedicated to meeting the needs of all students through providing a standards based, content-rich learning environment in each of our schools. We are committed to the belief that student learning is predicated on a culture that is positive, safe, and systematic. The Leader in Me Program and the district-wide initiative incorporating PBIS (Positive Behavior Intervention and Support) in each school is leading to more consistent expectations/procedures and is resulting in improved student behavior and positive learning outcomes across the district.

Warren County is a leader in the use of best practices for teaching. The incorporation of research-based teaching/learning strategies is necessary in order to meet the individual needs of our students. In order to provide a professional learning community for our teachers, the planning of Professional Development (PD) activities at the school and district level is a top priority. PD decisions are made by school and district leaders to align with the CSIP/CDIP's goals. PD activities include but are not limited to: Professional Growth and Effectiveness System, prioritizing standards in reading, math and science; providing academic-rich learning environments for our EL's and students with disabilities; differentiating instruction for all students; providing good customer service to improve our school climates; analyzing student data using various data points; utilizing interactive, 21st Century technology in our classrooms, and engaging students in learning that is rigorous and relevant to life. Educators must serve as role models for students, as we demonstrate the need to be life-long learners for an ever changing world.

Our goal is continuous improvement for our district leadership, staff, and all students. It is important for every educator in our district to believe that every student we serve can learn at a high level. Teachers must strive to recognize the impact they have on each student that enters their classroom. With the resources available to all educators in Warren County, the ability to meet the needs of all students is not impossible. Providing teachers with updated curriculum maps, content guides, and prioritized standards is a process that is revisited routinely throughout our district. We have no choice but to move the students to a higher level in order to ensure their ability to function and thrive in a global, 21st Century marketplace.

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.

Being a growth district, Warren County has been fortunate to build additional state-of-the-art facilities. Renovations to facilities have been completed or are in progress in order to provide students with safe, efficient learning environments. This continues to be a priority for WCPS to update facilities across the district.

During the summer of 2015, district instructional leaders and teachers specializing in their content areas came together in an effort to create common summative assessments in math and language arts at all grade levels and in science in grades 7-12. Our district is now extending this work to include science in the elementary grades, the new social studies standards in all grades, as well as the New National Core Art Standards.

In a highly diverse district, differentiation is critical. STAR Enterprise is the District's universal screener and progress monitoring tool in the areas of reading and mathematics. The information can be used with other data points to drive individual instruction in each building. District intervention staff serve our schools by helping them to interpret the data, adopting program changes to meet the needs of students, planning schedules to maximize instructional time, and modeling effective, research-based strategies for intervention and enrichment. Schools are implementing a problem solving team approach to examine student growth data and effectiveness of both academic and behavioral interventions. With the increased language demands of the Common Core and Next Generation Science standards, an emphasis has been placed on effective literacy strategies across all content areas. Warren County Schools has established a district-wide elementary enrichment opportunity for qualifying 5th and 6th grade students who are identified as gifted to promote excellence in the STEM (science, technology, engineering, and math) areas. According to recently released Kentucky Department of Education reports, the EL students in Warren County Schools met all Annual Measurable Achievement Objectives in 2011- 2012 and 2012-2013. Our district met all special education targets for 2012-2013 which include graduation rates, suspension rates, least restrictive environment rates, and transition rate. The District also met all areas of IDEA annual determination of thirteen indicators.

A focus on ensuring our students are college and career ready has led us to look at programming opportunities from elementary through high school. The offerings for dual-credit courses has significantly increased in the past two years resulting in many high school students graduating with a number of college credit hours. The District's high schools have also worked to increase participation in CTE courses and enrollment in our Area Technology Center to guide students in determining a career pathway. Students are guided toward post-secondary goals through various advisor/advisee opportunities, the use of ILP's, and enrichment and intervention courses.

Based on Steven Covey's 7 Habits work, the Leader in Me has been instrumental in providing a program that applies life-long goals and strategies for students to use in problem solving, prioritizing, organizing, and accepting responsibility for their own achievements. The program also teaches students to realize that a balanced life involves taking care of yourself so that individual potential can be maximized. The Chamber of Commerce has partnered with Warren County Public Schools in pledging to provide \$1.6 million to fund this program for all schools. All Warren County schools participate in the Leader in Me and four schools, Briarwood Elementary, Natcher Elementary, Plano Elementary, and Alvaton Elementary, have already reached Lighthouse status with the Franklin-Covey organization.

Areas for future improvement would include, but not be limited to: Completing the work of prioritizing and unpacking standards in the areas of math, reading, science, related arts and eventually social studies; developing district-wide common assessments; improving our district
SY 2015-2016

wiki to include pacing guides, resources, standards, and a link to our assessments making it very user-friendly and something our teachers can't live without; decreasing achievement gaps in all subpopulations through the use of differentiated instruction; utilizing effective teaching/learning strategies in all classrooms; refining PLC's and utilizing a balanced assessment system; and providing PD activities that meet the needs of individual schools. Other priorities include building teacher capacity to meet instructional needs of diverse learners (e.g., EL students, students with disabilities, and other subpopulations) and continuing to provide opportunities for school leaders and teachers to be proficient in analyzing and using data (e.g., STAR Enterprise, EPAS, K-PREP, Quality Core, ACCESS, etc.) to guide instruction. With strong emphasis placed on state testing, we cannot overlook the importance of having balanced and varied types of assessments in all classrooms and in all subject matter.

We must continue to strengthen, update, and implement PBIS expectations and incorporate the classroom component of the Leader in Me Program across the District. We must also continue to encourage parental involvement in our schools and utilize local, state, and federal funding to best serve the needs of our students.

Additional Information

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

The District values each school as a focal point within its community. These schools serve as a beacon of hope and promise for our students, their families, and our future.

The District prides itself on employing only the best to teach and lead our students in their educational endeavors. It is the desire of the District to hire hard-working, dedicated, diverse, and caring teachers who have a desire to move our District to the next level of educating our youth.

We are a very innovative District that recognizes we cannot sit back and allow the world to educate our children. We must lead by example and be life-long learners who are not happy with the status quo. We must recognize that the world is changing, and we must change with it. Providing a quality education for all students should drive every decision that is made in Warren County Schools.

2015 CDIP Goals (DRAFT 3)

Overview

Plan Name

2015 CDIP Goals (DRAFT 3)

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 percent proficient/distinguished for all students on the K-Prep assessment.	Objectives: 3 Strategies: 6 Activities: 14	Organizational	\$1646000
2	Increase the 4 year cohort graduation rate from 92.9% to 93.9% by 2016.	Objectives: 1 Strategies: 2 Activities: 5	Organizational	\$698000
3	Increase the percentage of students who are college and career ready from 69.4% to 75.5% by 2016.	Objectives: 1 Strategies: 4 Activities: 8	Organizational	\$1491500
4	Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.	Objectives: 3 Strategies: 3 Activities: 8	Organizational	\$1963500
5	Warren County Public Schools will increase the use of 21st Century Teaching and Learning Tools.	Objectives: 1 Strategies: 2 Activities: 4	Organizational	\$20000
6	Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.	Objectives: 1 Strategies: 5 Activities: 9	Organizational	\$1920000

Goal 1: Increase the averaged combined reading and math percent proficient/distinguished for all students on the K-Prep assessment.

Status	Progress Notes	Created On	Created By
N/A	Goal has been updated based on current data for 2014 K-Prep	December 15, 2014	Mr. Jason C Kupchella
N/A	Work continues throughout the District to address the gaps in our subpopulations.	September 26, 2013	Ms. Debbie J Richey

Measurable Objective 1:

collaborate to increase the overall reading and math percentages from 51.9 to 56.3 for elementary students by 05/31/2016 as measured by performance on the K-Prep Assessment..

Status	Progress Notes	Created On	Created By
Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 59.7 for elementary school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Not Met	Growth was noted in LEP students (2.0); F/R (2.0); Disability with IEP (.2).	September 26, 2013	Ms. Debbie J Richey

Strategy 1:

Tiered Interventions Elementary - Based on multiple data points (STAR, K-Prep, etc.), students will be placed in varied learning environments to address individual needs.

Category: Continuous Improvement

Status	Progress Notes	Created On	Created By
N/A	Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
N/A	Tiered Interventions continue to be strengthened and improved across District.	September 26, 2013	Ms. Debbie J Richey

Activity - Problem-Solving Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$25000	District Funding	District and School Instructional Staff
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Status	Progress Notes	Created On	Created By
In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall 2013) to 71% (fall 2014) of students scoring at or above the 40th percentile in math. STAR data shows an decrease from 63% (fall 2013) to 57% (fall 2014) of students scoring at or above the 40th percentile in reading.	September 26, 2014	Robert Forsythe
In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall) to 78% (winter) of students scoring at or above the 40th percentile in math. STAR data shows an increase from 63% (fall) to 69% (winter) of students scoring at or above the 40th percentile in reading.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$200000	Title I Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	District Rtl Director, school interventionists, curriculum coordinators, district reading/math coaches are continuing to provided assistance to schools in the areas of differentiation training, intervention program training (i.e. LLI, Lexia, Imagine Learning, Read180, Do the Math, etc.). Problem solving teams meet at least quarterly to utilize STAR data along with formative assessments to analyze individual student progress and adjust instruction accordingly. In addition, an alternate school PLC for staff has been implemented to improve instruction.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Strategy 2:

Core Instruction - Elementary - A rigorous, aligned, and differentiated core program must precede Rtl.

Category: Continuous Improvement

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Status	Progress Notes	Created On	Created By
N/A	Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
N/A	Standards alignment is complete in the areas of Language Arts & Math. Science will be done during the 2013-2014 school year.	September 26, 2013	Ms. Debbie J Richey

Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$270000	Title I Part A, District Funding, Title III, Other	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	This is an area of growth for all schools to ensure that all teachers are utilizing the core standards for instruction in reading and math.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Creative Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms. Schools: Lost River Elementary, Briarwood Elementary School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Bristow Elementary, Richardsville Elementary, Oakland Elementary, Plano Elementary, Warren Elementary, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary	Academic Support Program	12/18/2015	05/31/2017	\$40000	State Funds	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
Completed	All preschool teachers were trained prior to the beginning of the 2013-2014 school year.	December 04, 2013	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

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Activity - GT Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>GT funds will be used to enhance the GT programming in all elementary schools.</p> <p>Schools: Lost River Elementary, Briarwood Elementary School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Bristow Elementary, Richardsville Elementary, Oakland Elementary, Plano Elementary, Warren Elementary, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary</p>	Academic Support Program	12/18/2015	05/31/2017	\$69000	State Funds	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	All elementary schools have been allocated GT funds for use in GT instruction.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Math Training Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.</p> <p>Schools: All Schools</p>	Professional Learning	12/18/2015	05/31/2017	\$20000	Title II Part A, District Funding	District Intervention Staff

Status	Progress Notes	Created On	Created By
In Progress	Additional District Math Coach has been employed by the district to provide training and support to teachers.	September 26, 2014	Robert Forsythe
In Progress	District math coach works daily with individuals and groups of teachers to provide research-based instructional strategies to strengthen math instruction. Additional PD opportunities continue to be scheduled.	April 07, 2014	Robert Forsythe
In Progress	District math coach works daily with individuals and groups of teachers to provide research-based instructional strategies to strengthen math instruction. Additional PD opportunities continue to be scheduled.	April 07, 2014	Robert Forsythe

Measurable Objective 2:

collaborate to increase the overall reading and math percentages for middle schools from 55.6 to 60.7 by 05/31/2016 as measured by performance on the K-Prep State Assessment.

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Status	Progress Notes	Created On	Created By
Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 64.2 for middle school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Not Met	Decreases in all subpopulation scores show that more intentional work needs to be done to meet the individualized learning needs of the students in these subpopulations.	September 26, 2013	Ms. Debbie J Richey

Strategy 1:

Tiered Interventions Middle - Based on multiple data points (STAR, K-Prep, etc.), students will be placed in varied learning environments to address individual needs.

Category: Continuous Improvement

Status	Progress Notes	Created On	Created By
N/A	Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
N/A	Placement of students in intervention groups must be intentional and data driven.	September 26, 2013	Ms. Debbie J Richey

Activity - Problem-Solving Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies in order to create flexible groups. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$25000	District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall 2013) to 71% (fall 2014) of students scoring at or above the 40th percentile in math. STAR data shows an increase from 63% (fall 2013) to 57% (fall 2014) of students scoring at or above the 40th percentile in reading.	September 26, 2014	Robert Forsythe
In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall) to 78% (winter) of students scoring at or above the 40th percentile in math. STAR data shows an increase from 63% (fall) to 69% (winter) of students scoring at or above the 40th percentile in reading.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

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Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$200000	Title I Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	District Rtl Director, school interventionists, curriculum coordinators, district reading/math coaches are continuing to provided assistance to schools in the areas of differentiation training, intervention program training (i.e. LLI, Lexia, Imagine Learning, Read180, Do the Math, etc.). Problem solving teams meet at least quarterly to utilize STAR data along with formative assessments to analyze individual student progress and adjust instruction accordingly. In addition, an alternate school PLC for staff has been implemented to improve instruction.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Strategy 2:

Core Instruction - Middle - A rigorous, aligned, and differentiated core program must precede Rtl.

Category: Continuous Improvement

Status	Progress Notes	Created On	Created By
N/A	Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
N/A	Emphasis must be placed on differentiated instruction to meet the needs of all students.	September 26, 2013	Ms. Debbie J Richey

Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$270000	Title I Part A, District Funding, Title III, Other	District and Instructional Staff

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Status	Progress Notes	Created On	Created By
In Progress	This is an area of growth for all schools to ensure that all teachers are utilizing the core standards for instruction in reading and math.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Literacy Across All Content Areas	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Effectively implement language and literacy instructional support through professional learning. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$16000	Other, Title III	District Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	GRREC continues to provide in-district training for literacy strategies for learning across the content at the middle school level.	September 26, 2014	Robert Forsythe
In Progress	GRREC is being utilized to provide some in-district training for literacy strategies for learning across the content.	April 07, 2014	Robert Forsythe

Measurable Objective 3:

collaborate to increase the overall reading and math percentages from 50.7 to 60.6 for high schools by 05/31/2016 as measured by performance on the K-Prep State Assessment. .

Status	Progress Notes	Created On	Created By
Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 66.1 for high school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Not Met	Growth noted in F/R students (1.1) and Disability with IEP's (8.7). Decrease noted in the performance of African-American students.	September 26, 2013	Ms. Debbie J Richey

Strategy 1:

Tiered Interventions High - Based on multiple data points (STAR, K-PREP, EPAS, SRI, ACCESS, etc.), students will be placed in varied learning environments to address individual needs.

Category: Continuous Improvement

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Status	Progress Notes	Created On	Created By
N/A	Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams at the high school level.	September 26, 2014	Robert Forsythe
N/A	Interventions must be intentional and student specific.	September 26, 2013	Ms. Debbie J Richey

Activity - Problem-Solving Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School-based problem solving teams will utilize multiple data points to determine student needs and instructional strategies. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$25000	District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Data walls to monitor multiple data points and student achievement are being used. High school intervention teachers are in the process of forming school based problem solving teams as needed.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$200000	Title I Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Training has been provided on the use of the Interventions tab within Infinite Campus and transition courses for students who are not currently meeting EPAS benchmarks.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Strategy 2:

Core Instruction - High - A rigorous, differentiated, and aligned core program must precede Rtl.

Category: Continuous Improvement

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Status	Progress Notes	Created On	Created By
N/A	Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
N/A	Core curriculum must be followed and differentiation provided for each student.	September 26, 2013	Ms. Debbie J Richey

Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$270000	District Funding, Title I Part A, Title III, Other	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Pacing guides are available for teachers to use. Data walls are being used to drive instruction with continued improvement on going. The development of school based problem solving teams is ongoing.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Literacy Across All Content Areas	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Effectively implement language and literacy instructional support through professional learning. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$16000	Other, Title III	District Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	GRREC continues to provide in-district training for literacy strategies for learning across the content.	September 26, 2014	Robert Forsythe
In Progress	GRREC is being utilized to provide some in-district training for literacy strategies for learning across the content.	April 07, 2014	Robert Forsythe

Goal 2: Increase the 4 year cohort graduation rate from 92.9% to 93.9% by 2016.

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Status	Progress Notes	Created On	Created By
N/A	Hight School graduation rate has increased to 91.9% based on the most recent state report.	September 26, 2014	Robert Forsythe
N/A	Updated!	September 26, 2013	Ms. Debbie J Richey

Measurable Objective 1:

collaborate to increase the percentage of students graduating to 93.9% by 05/31/2016 as measured by 2016 graduation rate data.

Status	Progress Notes	Created On	Created By
Not Met	Growth noted (1.1)	September 26, 2013	Ms. Debbie J Richey

Strategy 1:

Drop Out Prevention - The district will work to decrease the number of drop outs.

Category: Persistence to Graduation

Status	Progress Notes	Created On	Created By
N/A	Dropout Prevention Specialist continues to be employed by the district to help decrease the number of dropouts.	September 26, 2014	Robert Forsythe
N/A	Dropout Prevention Specialist hired to help decrease the number of dropouts.	September 26, 2013	Ms. Debbie J Richey

Activity - Student Assistance Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide transition coordinators and academic support instructors. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$180000	District Funding, Title I Part D	Director of Student Assistance

Status	Progress Notes	Created On	Created By
In Progress	Data concerning drop outs for the 2013-2014 school year shows a decrease in the number of drop outs as compared to prior years.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

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Activity - Alternate School Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will continue to fund the Alternate to Suspension Program, Jackson Academy Middle, Jackson Academy High, Beacon Academy, and Lighthouse Academy to provide alternate avenues for student success. Schools: All Schools	Other	12/18/2015	05/31/2017	\$300000	District Funding	District Admission and Review Committee

Status	Progress Notes	Created On	Created By
In Progress	Financial support allowed for the purchase of additional computers, calculators, books, and other resources to serve the students assigned.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Drop Out Prevention Tools	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will utilize drop out prevention tools such as Why Try, Persistence to Graduation, and other tools to support student success. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$68000	District Funding, Title I Part D	Director of Student Assistance District Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Tools are being utilized by the drop out prevention coordinator to decrease the number of drop outs.	September 26, 2014	Robert Forsythe
In Progress	Tools are being utilized by the drop out prevention coordinator to decrease the number of drop outs. Initial data indicates a decrease in the number of drop outs for the 2013-2014 school year.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Activity - Attendance Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will employ truancy prevention staff to address student attendance deficiencies. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$50000	Other	Student Assistance Coordinator

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Status	Progress Notes	Created On	Created By
In Progress	Truancy prevention employees continue to be employed by the district to improve student attendance rates.	September 26, 2014	Robert Forsythe
In Progress	An additional truancy prevention employee has been employed by the district.	April 07, 2014	Robert Forsythe

Strategy 2:

Credit Recovery - Students will have the opportunity to recover credits at the high school level.

Category: Persistence to Graduation

Status	Progress Notes	Created On	Created By
N/A	Students continue to have multiple opportunities to recover credits at the high school level, including APEX computer based courses, summer school, and high school specific options.	September 26, 2014	Robert Forsythe
N/A	Students continue to have opportunities to recover credits.	September 26, 2013	Ms. Debbie J Richey

Activity - Credit Recovery Options	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement. Schools: Lighthouse Academy, Warren Central High School, Warren County Day Treatment, Jackson Academy High School, Rivendell High School, South Warren High School, Greenwood High School, Warren East High School	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Funding	District Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Individualized student needs are the focus for creating schedules that will assist students in completion of credits.	April 07, 2014	Robert Forsythe
In Progress		September 26, 2013	Ms. Debbie J Richey

Goal 3: Increase the percentage of students who are college and career ready from 69.4% to 75.5% by 2016.

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Measurable Objective 1:

collaborate to ensure that 75.5% of our students are college and career ready by 05/31/2016 as measured by College and Career Readiness rates.

Status	Progress Notes	Created On	Created By
Met	The college and career level for 2012-13 was 56.6. WCPS has met the goal for the 2011-12, 2012-13, and 2013-14 school years. The goal for 2014-15 is 68.0. Progress is being made to reach the 2015 goal.	December 15, 2014	Mr. Jason C Kupchella
Met	Goal for 2012-2013 was 55.2. The College and Career level for WCPS was 56.6. Progress is being made to reach the 2014 goal.	September 27, 2013	Ms. Debbie J Richey

Strategy 1:

CTE Course Offering - Support schools in the review of Career & Technical Education (CTE) courses and programs of study to determine efficacy.

Category: Career Readiness Pathways

Status	Progress Notes	Created On	Created By
N/A	Support for this goal is on-going at the school and district level. Emphasis continues to be placed on the value added to CTE options by the Area Technology Center.	September 26, 2014	Robert Forsythe
N/A	Support for this goal is on-going.	September 27, 2013	Ms. Debbie J Richey

Activity - Career Pathway Alignment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will intentionally plan course offerings to assist students in being college and career ready. Schools: Warren East Middle School, Lighthouse Academy, Warren Central High School, Drakes Creek Middle School, South Warren Middle School, South Warren High School, Greenwood High School, Henry F. Moss Middle School, Warren East High School	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	Perkins, Annual Giving Fund	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Schools and counselors are planning course offerings to help students achieve college and/or career readiness.	April 07, 2014	Robert Forsythe

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In Progress	September 27, 2013	Ms. Debbie J Richey
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Activity - Area Technology Center	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Course offerings at the ATC will be aligned with student needs and goals. Schools: Lighthouse Academy, Warren Central High School, South Warren High School, Greenwood High School, Warren East High School	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	State Funds	District and School Instructional Staff Area Technology Center Staff

Status	Progress Notes	Created On	Created By
In Progress	Collaboration with ATC leadership and staff continues to increase. This has resulted in changes to course offerings, processes, and an increased willingness to work with individual schools to meet student needs.	September 26, 2014	Robert Forsythe
In Progress	With new administration at the ATC, an increase in offerings and a willingness to work with individual school and student needs has been observed.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Technology Access	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$800000	School Council Funds, State Funds, District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Leadership is evaluating a systemic procedure to provide additional funding for technology purchases and ongoing maintenance.	September 26, 2014	Robert Forsythe
In Progress	Additional 21st century learning tools, equipment, and resources have been purchased to assist in meeting the needs of students.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

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Strategy 2:

Family and Community Events - Schools will host community events that encourage and support college and career readiness.

Category: Career Readiness Pathways

Status	Progress Notes	Created On	Created By
N/A	Schools continue to involve the parents as they prepare students to be college and career ready graduates.	September 26, 2014	Robert Forsythe
N/A	Schools continue to involve the parents as the prepare them to be college and career ready.	September 27, 2013	Ms. Debbie J Richey

Activity - Events	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will host various activities that invite parents and the community into the schools. Schools: All Schools	Career Preparation/Orientation	12/18/2015	05/31/2017	\$11000	Perkins, School Council Funds, Title I Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Documentation shows that there has been an increase in the number of parent/community activities offered. In addition, all schools have increased the awareness of students being college and/or career ready and what must be done to accomplish this task.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 3:

EPAS Interventions - Interventions will be put in place to assist all students in reaching CCR goals.

Category: Career Readiness Pathways

Status	Progress Notes	Created On	Created By
N/A	Interventionists continue to be employed by the district and are assigned to work with students in helping them to meet benchmarks.	September 26, 2014	Robert Forsythe
N/A	Interventionists continue to work with students in helping them to meet benchmarks.	September 27, 2013	Ms. Debbie J Richey

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Activity - Intervention Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs. Schools: Lighthouse Academy, Warren Central High School, South Warren High School, Greenwood High School, Warren East High School	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	Title II Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Interventionists continue to analyze varied data points and provide interventions as needed for individual students.	September 26, 2014	Robert Forsythe
In Progress	Interventionists are in place at each school to analyze varied data points and provide interventions as needed for individual students.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - EPAS Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will be supported in implementing various activities to support the EPAS system. Schools: Warren East Middle School, Jackson Academy Middle School, Lighthouse Academy, Warren Central High School, Drakes Creek Middle School, Warren County Day Treatment, Jackson Academy High School, Warren East High School, Henry F. Moss Middle School, Greenwood High School, South Warren Middle School, Rivendell High School, South Warren High School	Academic Support Program	12/18/2015	05/31/2017	\$0	No Funding Required	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	All schools provide scrimmage practice tests to familiarize students with EPAS.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 4:

Post Secondary Opportunities - Post secondary opportunities will be expanded.

Category: Career Readiness Pathways

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Status	Progress Notes	Created On	Created By
N/A	Various opportunities exist for students to experience post-secondary courses. WCPS will continue to be offer such courses as AP, dual-credit, and distance learning.	December 15, 2014	Mr. Jason C Kupchella
N/A	Various opportunities exist for students to experience post-secondary courses.	September 27, 2013	Ms. Debbie J Richey

Activity - Dual Credit and AP	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings. Schools: Lighthouse Academy, Warren Central High School, South Warren High School, Greenwood High School, Warren East High School	Academic Support Program	12/18/2015	05/31/2017	\$0	No Funding Required	District Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Dual credit opportunities continue to increase at all high schools. AP courses are also offered at all high schools.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Post Secondary Transition Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will receive information and guidance to facilitate a successful transition to post secondary endeavors. Schools: All Schools	Career Preparation/Orientation	12/18/2015	05/31/2017	\$4000	General Fund	School and District Leadership

Status	Progress Notes	Created On	Created By
In Progress	Counselors continue to coordinate activities for parents and students to facilitate a successful transition to post secondary endeavors.	April 07, 2014	Robert Forsythe

Goal 4: Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.

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Status	Progress Notes	Created On	Created By
N/A	Teachers, school leadership, and district leadership will continue to collaborate in order to increase the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment.	September 26, 2014	Robert Forsythe
N/A	Updated CDIP based on current data.	September 27, 2013	Ms. Debbie J Richey
N/A	Data from 2013 K-PREP shows a increase at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey

Measurable Objective 1:

collaborate to increase the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 45.8 to 52.5 for elementary; 49.1 to 55.5 for middle; and 49.2 to 55.6 for high schools by 05/31/2016 as measured by performance on the K-PREP assessment.

Status	Progress Notes	Created On	Created By
Not Met	The goal for the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment has been updated.	September 26, 2014	Robert Forsythe
Not Met	Progress is being made at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey

Strategy 1:

Reaching Language Arts and Math Proficiency - The district prioritized ELA and Math Common Core State Standards and curriculum maps will be the foundation for all curriculum and instruction in the language arts and math classrooms.

Category: Continuous Improvement

Status	Progress Notes	Created On	Created By
N/A	Progress is being made at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey

Activity - Literacy Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will develop literacy plans. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$2500	District Funding	District Instructional Department

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Status	Progress Notes	Created On	Created By
In Progress	The work on literacy plans is ongoing and will be a priority for the 2014-2015 school year.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc. Schools: All Schools	Professional Learning	12/18/2015	05/31/2017	\$28000	Title II Part A, Title I Part A, State Funds	District Instructional Department

Status	Progress Notes	Created On	Created By
In Progress	Opportunities for teacher professional development is continuing to be provided at the local, regional, state, and national level. Training in effective PLC implementation and implementation of new science standards continue to be areas of need and focus.	September 26, 2014	Robert Forsythe
In Progress	Opportunities for teacher professional development is continuing to be provided at the local, regional, state, and national level. Training in effective PLC implementation continues to be a primary area of focus as new teachers come into the district.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will use PLC teams to analyze data to drive instruction. Schools: All Schools	Professional Learning	12/18/2015	05/31/2017	\$0	No Funding Required	School Leadership

Status	Progress Notes	Created On	Created By
In Progress	While many schools are making very intentional data driven instructional decision, this continues to be an area of growth for schools across the district.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

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Activity - Tiered Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be provided researched-based tiered interventions. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$610000	State Funds, School Council Funds, District Funding, Other, Title I Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
In Progress	Evidence supports good implementation at the elementary level, progress at the middle school level is gaining momentum, but significant work continues to be needed for the high schools.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Meeting the Needs of Diverse Learners	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$1249000	Other, State Funds, Title III	District and School Instructional Department

Status	Progress Notes	Created On	Created By
In Progress	Growth Reports have been purchased which will yield language proficiency growth data over time. Staffing has been adjusted in order to meet growth trends at certain schools. Numerous grants are being developed to provide differentiated support for ELs, Gifted and at-risk learners.	September 26, 2014	Robert Forsythe

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In Progress	Four school teams received 3 one day training experiences in the principles of the Sheltered Instruction Observation Protocol (SIOP). SIOP is used to assist teachers in targeting language objectives in conjunction with content objectives. A district team went to data training in March. Objective was to use WIDA ACCESS test data to determine trends at individual schools and identify training needs. Growth Reports have been purchased which will yield language proficiency growth data over time. Staffing has been adjusted in order to meet growth trends at certain schools. Numerous grants are being developed to provide differentiated support for ELs, Gifted and at-risk learners.	April 07, 2014	Mr. Skip Cleavinger
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Curriculum Alignment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Vertical alignment of curriculum will occur across all grade levels by revising unit plans and creating a balanced assessment program. Schools: All Schools	Academic Support Program	12/18/2015	05/31/2017	\$30000	Title II Part A, District Funding	District and School Instructional Department

Status	Progress Notes	Created On	Created By
Completed	Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district.	September 26, 2014	Robert Forsythe
In Progress	Meetings are being scheduled for the summer of 2014 to complete this process.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Measurable Objective 2:

demonstrate a proficiency in the revision of the district-wide implementation of a primary standards based report card by 05/31/2017 as measured by the implementation of the report card.

Status	Progress Notes	Created On	Created By
Not Met	Implementation of standards based report card will be monitored.	September 27, 2013	Ms. Debbie J Richey
Met	Progress Report will be implemented during the Fall, 2013.	September 27, 2013	Ms. Debbie J Richey

Strategy 1:

Standards Based Report Card - A standards based report card has been implemented for the Primary grades.

Category: Early Learning

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Status	Progress Notes	Created On	Created By
N/A	This strategy has been completed.	September 26, 2014	Robert Forsythe
N/A	Progress Report will be in place in Fall, 2013.	September 27, 2013	Ms. Debbie J Richey

Activity - Primary Standards Based Report Card	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District team will monitor the impact of a standards based report card for the primary grades. Schools: Lost River Elementary, Briarwood Elementary School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Bristow Elementary, Richardsville Elementary, Oakland Elementary, Plano Elementary, Warren Elementary, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary	Academic Support Program	12/18/2015	05/31/2017	\$4000	District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
Completed		September 27, 2013	Ms. Debbie J Richey

Measurable Objective 3:

collaborate to ensure that all teachers are highly qualified in their areas of instruction by 05/31/2017 as measured by percent of highly qualified teachers employed by the district.

Status	Progress Notes	Created On	Created By
Not Met	Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	September 26, 2014	Robert Forsythe
Not Met	Percentage of highly qualified teachers have increased.	September 27, 2013	Ms. Debbie J Richey

Strategy 1:

Highly Qualified - Teachers will be given the opportunity to become highly qualified in their instructional areas.

Category: Teacher PGES

Status	Progress Notes	Created On	Created By
N/A	The HQ report for 2014 shows HQ status to be at 99.6%. Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	April 07, 2014	Ms. Debbie J Richey

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N/A	Percentages continue to increase.	September 27, 2013	Ms. Debbie J Richey
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Activity - HQ Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development activities will be available for employees seeking highly qualified status. Schools: All Schools	Professional Learning	12/18/2015	05/31/2017	\$40000	Title I Part A, Title II Part A	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Goal 5: Warren County Public Schools will increase the use of 21st Century Teaching and Learning Tools.

Status	Progress Notes	Created On	Created By
N/A	This goal continues to be a priority for our District.	September 27, 2013	Ms. Debbie J Richey

Measurable Objective 1:

collaborate to provide teachers and students access to technology-based, 21st Century teaching and learning tools by 05/31/2017 as measured by teacher and student surveys, inventory reports, walk through observations, and purchasing records.

Status	Progress Notes	Created On	Created By
Not Met	This is an on-going goal for our District with specific emphasis being placed on the use of a BYOD approach to student technology access.	September 26, 2014	Robert Forsythe
Not Met	This is an on-going goal for our District.	September 27, 2013	Ms. Debbie J Richey

Strategy 1:

Technology Support - Teachers and students will be supported in the use of 21st Century tools that enhance teaching and learning.

Category:

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Status	Progress Notes	Created On	Created By
N/A	WCPS will continue to strengthen our 21st Century Teaching and Learning Tools.	September 27, 2013	Ms. Debbie J Richey

Activity - Technology Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The individual school and district technology plans will be updated to reflect current needs/trends in the area of educational technology. Schools: All Schools	Technology	12/18/2015	05/31/2016	\$0	No Funding Required	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
Completed	The Technology Plan development process is under review by the Kentucky Department of Education. District plans will be updated to meet the new KDE requirements.	September 26, 2014	Robert Forsythe
Completed	The school and district technology plans have been updated to reflect anticipated needs for the 2014-2015 school year.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Technology Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development and training will be provided to teachers to ensure quality use of technology that supports effective student engagement and achievement. Schools: All Schools	Technology	12/18/2015	05/31/2016	\$5000	General Fund	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	Professional development and trainings offerings continue to be scheduled for teachers and staff.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Technology Access	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers and students will be provided access to communication and collaboration technologies that support effective teaching and learning. Schools: All Schools	Technology	12/18/2015	05/31/2016	\$5000	Other	District and School Instructional Staff
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Status	Progress Notes	Created On	Created By
In Progress	Implementation of Google Apps for Education as an online collaboration space is complete across the district.	September 26, 2014	Robert Forsythe
In Progress	Changes to the funding mechanism associated with the federal ERate program have the potential to impact the process by which the district provides access to communication and collaboration technologies that support the work of staff and students.	September 26, 2014	Robert Forsythe
In Progress	The district continues to provide access to communication and collaboration technologies that support the work of staff and students.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 2:

I-3 Project - Teachers will be supported in the innovative use of school and classroom technologies.

Category:

Status	Progress Notes	Created On	Created By
N/A	Discussions on the ability to adequately fund the I-3 project are ongoing with the goal of being able to receive submissions in early 2015.	September 26, 2014	Robert Forsythe
N/A	Hopefully, funding will improve to implement this again in the future.	September 27, 2013	Ms. Debbie J Richey

Activity - I-3 Project Proposals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers awarded I-3 grants will be supported in the innovative use of instructional technology. As funding becomes available, successful programs will be expanded as appropriate throughout the district. Additional teachers will have the opportunity to apply for I-3 Project funds to implement technology-based instructional projects at the school and classroom level when funding is available. Schools: All Schools	Technology	12/20/2014	05/29/2015	\$10000	District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
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In Progress	Support continues to be provided to teachers that have received I-3 grants, however, no additional funding has been obtained to implement a new round of I-3 applications.	April 07, 2014	Robert Forsythe
Not Completed	Waiting for funding increases.	September 27, 2013	Ms. Debbie J Richey

Goal 6: Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.

Status	Progress Notes	Created On	Created By
N/A	The use of PBIS continues to be an important part of the climate and culture of each Warren County School. PBIS teams continue to meet on a regular basis at the school and district level to refine the implementation of PBIS.	September 26, 2014	Robert Forsythe
N/A	PBIS continues to be a very important part of the climate and culture of each Warren County School.	September 27, 2013	Ms. Debbie J Richey

Measurable Objective 1:

collaborate to provide a climate/culture that enhances academic achievement by 05/31/2017 as measured by increased student achievement, community involvement, surveys, and other collected data.

Status	Progress Notes	Created On	Created By
Met		September 27, 2013	Ms. Debbie J Richey

Strategy 1:

PBIS - Schools will continue to focus on improved climate and culture by updating and implementing PBIS expectations for behavior.

Category: Integrated Methods for Learning

Status	Progress Notes	Created On	Created By
N/A	Continue to emphasize the importance of PBIS in all schools.	September 27, 2013	Ms. Debbie J Richey

Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes. Schools: All Schools	Behavioral Support Program	12/18/2015	05/31/2017	\$1000	Title II Part A	District and School Instructional Staff
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Status	Progress Notes	Created On	Created By
In Progress	All schools have been trained on Tier 1 and Tier 2 team implementation. Entry of SWIS data continues to be an area that needs improvement.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 2:

Leader In Me - Provide assistance to schools in the implementation of Leader in Me.

Category: Integrated Methods for Learning

Status	Progress Notes	Created On	Created By
N/A	Schools continue to implement the Leader In Me Program. Briarwood Elementary and Natcher Elementary schools have achieved Lighthouse Status. As of September 2014, these are the only two Lighthouse Status schools in Kentucky.	September 26, 2014	Robert Forsythe
N/A	Schools continue to implement the Leader In Me Program with some schools working for Lighthouse Status.	September 27, 2013	Ms. Debbie J Richey

Activity - Leader In Me Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will be provided training, funding, and scheduling assistance to implement Leader in Me. Schools: Warren East Middle School, Lost River Elementary, Briarwood Elementary School, Drakes Creek Middle School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Henry F. Moss Middle School, Bristow Elementary, Oakland Elementary, Richardsville Elementary, Plano Elementary, Warren Elementary, South Warren Middle School, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	Endowment Fund	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
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In Progress	All school trainings are on schedule as planned.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Seven Habits of Successful Families	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families. Schools: All Schools	Parent Involvement	12/18/2015	05/31/2017	\$50000	Endowment Fund	District Covey Certified Trainers

Status	Progress Notes	Created On	Created By
In Progress	Rockfield and Briarwood have held parent training night event. Oakland and Warren Elementary parent nights have been scheduled. Other schools have inquired about the program specifics and dates.	April 07, 2014	Robert Forsythe

Strategy 3:

Family and Community Events - Schools will host community events that encourage and support parental/community involvement in the educational process.

Category: Integrated Methods for Learning

Status	Progress Notes	Created On	Created By
N/A	Family and community events continue to be an important strategy for meeting this goal. As of September 2014 several events have been held and others are scheduled throughout the school year.	September 26, 2014	Robert Forsythe
N/A	An increase in Family and Community Events has been noted with Leader In Me Programs, Reading Nights, Math Nights, Technology Nights, etc.	September 27, 2013	Ms. Debbie J Richey

Activity - Events	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will host various activities that invite parents and the community into the schools. Schools: All Schools	Community Engagement	12/18/2015	05/31/2017	\$26500	Title III, School Council Funds, Booster Fund, Title I Part A	District and School Instructional Staff

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Status	Progress Notes	Created On	Created By
In Progress	Documentation shows that an increase in parent and community activities are being held across all grade levels.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 4:

Customer Service - School and district staff will provide high quality customer service to all stakeholders.

Category: Stakeholder Engagement

Status	Progress Notes	Created On	Created By
N/A	Emphasis continue to be placed on the importance of customer service in all our buildings. Trainings are planned for school front office staff and other leadership to ensure that all staff are adequately trained on effective customer service procedures.	September 26, 2014	Robert Forsythe
N/A	Emphasis continue to be placed on the importance of customer service in all our buildings.	September 27, 2013	Ms. Debbie J Richey

Activity - GEO Center	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families. Schools: All Schools	Parent Involvement	12/18/2015	05/31/2017	\$110000	Title III, District Funding, Other	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	GEO Center procedures have been re-worked to ensure that information about incoming students gets to schools in a more timely manner. In addition a Migrant Recruiter position has been added to the GEO Center staff. As of December 2014, the GEO Center has processed 310 enrollments for the 2014-2015 school year.	December 15, 2014	Mr. Jason C Kupchella
In Progress	GEO Center procedures have been re-worked to ensure that information about incoming students gets to school sin a more timely manner. GEO Center is up to 360 enrollments for the year, as of 3/31/14	April 07, 2014	Mr. Skip Cleavinger
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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To reflect the diversity of the district, school-family communications will be provided in multiple languages. Schools: All Schools	Other	12/18/2015	05/31/2017	\$2500	District Funding	District and School Instructional Staff
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Status	Progress Notes	Created On	Created By
In Progress	District administrators and school administrators continue to improve opportunities for communicating with parents and other stakeholders using multiple languages. There continues to be many barriers to effective communication including financial and personnel resources. In addition, many state and federal forms are not available in multiple languages.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Web Site	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district and schools will maintain an up-to-date web site and social media presence. Schools: All Schools	Community Engagement	12/18/2015	05/31/2017	\$50000	District Funding	District and School Instructional Staff

Status	Progress Notes	Created On	Created By
In Progress	The web site continues to be updated. The centralized use of the website/content management system as a resource for instruction is an ongoing goal of the district. Day to day operations of the web site has been assigned to the Technology Department for the 2014-2015 school year.	September 26, 2014	Robert Forsythe
In Progress	The web site continues to be updated. The centralized use of the website as a resource for instruction is an area of growth.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Strategy 5:

Responsiveness to Diversity - The district will provide on-going, job embedded training on issues of cultural and linguistic diversity for all staff.

Category: Human Capital Management

Status	Progress Notes	Created On	Created By
N/A	With the increased enrollment of the refugees in our area, continued support and programming will be strengthened by our GEO Center and our schools to respond and help our diverse population.	September 27, 2013	Ms. Debbie J Richey

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Activity - Staff Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Training will be provided to support the academic and social development of diverse learners. Schools: All Schools	Professional Learning	12/18/2015	05/31/2017	\$5000	District Funding	District and School Instructional Staff State and National Experts

Status	Progress Notes	Created On	Created By
In Progress	EL Programs staff conduct periodic training with school faculty and administration on topics relating to effective instruction and assessment of ELs (Literacy instruction, supports and scaffolds, interpreting test scores, etc.) Sheltered Instruction Observation Protocol (SIOP) training has been provided to 4 school teams, and a district team will be trained later this year to begin roll out to other schools.	April 07, 2014	Mr. Skip Cleavinger
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity - Equitable Staffing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will increase the current level of staff diversity by recruiting and hiring diverse personnel. Schools: All Schools	Recruitment and Retention	12/18/2015	05/31/2017	\$75000	District Funding	District HR Department

Status	Progress Notes	Created On	Created By
In Progress	The district continues to employ a teacher recruiter, but securing a diverse employee base continues to be an area that needs improvement.	September 26, 2014	Robert Forsythe
In Progress	The district continues to employ a recruiter, but securing a diverse employee base continues to be an area that needs improvement.	April 07, 2014	Robert Forsythe
In Progress		September 27, 2013	Ms. Debbie J Richey

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/18/2015	05/31/2017	\$0	School Leadership
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Technology Plan	The individual school and district technology plans will be updated to reflect current needs/trends in the area of educational technology.	Technology	12/18/2015	05/31/2016	\$0	District and School Instructional Staff
Total					\$0	

State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/18/2015	05/31/2017	\$250000	District and School Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Department
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/18/2015	05/31/2017	\$10000	District Instructional Department

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Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff
Total					\$943000	

Title I Part D

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Drop Out Prevention Tools	The district will utilize drop out prevention tools such as Why Try, Persistence to Graduation, and other tools to support student success.	Academic Support Program	12/18/2015	05/31/2017	\$50000	Director of Student Assistance District Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/18/2015	05/31/2017	\$150000	Director of Student Assistance
Total					\$200000	

School Council Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff

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Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/18/2015	05/31/2017	\$50000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff
Total					\$65000	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
I-3 Project Proposals	Teachers awarded I-3 grants will be supported in the innovative use of instructional technology. As funding becomes available, successful programs will be expanded as appropriate throughout the district. Additional teachers will have the opportunity to apply for I-3 Project funds to implement technology-based instructional projects at the school and classroom level when funding is available.	Technology	12/20/2014	05/29/2015	\$10000	District and School Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$20000	District and School Instructional Staff
Curriculum Alignment	Vertical alignment of curriculum will occur across all grade levels by revising unit plans and creating a balanced assessment program.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Department
Drop Out Prevention Tools	The district will utilize drop out prevention tools such as Why Try, Persistence to Graduation, and other tools to support student success.	Academic Support Program	12/18/2015	05/31/2017	\$18000	Director of Student Assistance District Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and Instructional Staff

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Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies in order to create flexible groups.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/18/2015	05/31/2017	\$30000	Director of Student Assistance
Alternate School Programs	The district will continue to fund the Alternate to Suspension Program, Jackson Academy Middle, Jackson Academy High, Beacon Academy, and Lighthouse Academy to provide alternate avenues for student success.	Other	12/18/2015	05/31/2017	\$300000	District Admission and Review Committee
Web Site	The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/18/2015	05/31/2017	\$50000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/18/2015	05/31/2017	\$15000	District Intervention Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/18/2015	05/31/2017	\$2500	District Instructional Department
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff State and National Experts

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Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/18/2015	05/31/2017	\$2500	District and School Instructional Staff
Equitable Staffing	The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/18/2015	05/31/2017	\$75000	District HR Department
Problem-Solving Teams	School-based problem solving teams will utilize multiple data points to determine student needs and instructional strategies.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Total					\$1507000	

Endowment Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Seven Habits of Successful Families	Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement	12/18/2015	05/31/2017	\$50000	District Covey Certified Trainers
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Total					\$1650000	

Annual Giving Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1000	District and School Instructional Staff
Total					\$1000	

Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$15000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/18/2015	05/31/2017	\$8000	District Instructional Department
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/18/2015	05/31/2017	\$20000	District and School Instructional Staff
Total					\$823000	

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Title III

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$1000	District Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$180000	District and School Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$70000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$1000	District Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/18/2015	05/31/2017	\$180000	District and School Instructional Department
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$180000	District and Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$180000	District and School Instructional Staff
Total					\$793500	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff

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Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/18/2015	05/31/2017	\$50000	Student Assistance Coordinator
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$300000	District and School Instructional Staff
Technology Access	Teachers and students will be provided access to communication and collaboration technologies that support effective teaching and learning.	Technology	12/18/2015	05/31/2016	\$5000	District and School Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/18/2015	05/31/2017	\$1000000	District and School Instructional Department
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$15000	District Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$15000	District Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$20000	District and School Instructional Staff
Total					\$1525000	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Post Secondary Transition Support	Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$4000	School and District Leadership

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Technology Training	Professional development and training will be provided to teachers to ensure quality use of technology that supports effective student engagement and achievement.	Technology	12/18/2015	05/31/2016	\$5000	District and School Instructional Staff
Total					\$9000	

Perkins

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1000	District and School Instructional Staff
Total					\$1500	

Booster Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff
Total					\$5000	

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/18/2015	05/31/2017	\$10000	District Instructional Department
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/18/2015	05/31/2017	\$20000	District and School Instructional Staff
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/18/2015	05/31/2017	\$5000	District Intervention Staff

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Curriculum Alignment	Vertical alignment of curriculum will occur across all grade levels by revising unit plans and creating a balanced assessment program.	Academic Support Program	12/18/2015	05/31/2017	\$5000	District and School Instructional Department
PBIS Implementation	Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program	12/18/2015	05/31/2017	\$1000	District and School Instructional Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
Total					\$216000	

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
PBIS Implementation	Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program	12/18/2015	05/31/2017	\$1000	District and School Instructional Staff
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/18/2015	05/31/2017	\$2500	District Instructional Department
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/18/2015	05/31/2017	\$28000	District Instructional Department
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/18/2015	05/31/2017	\$0	School Leadership
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/18/2015	05/31/2017	\$610000	District and School Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/18/2015	05/31/2017	\$1249000	District and School Instructional Department
Curriculum Alignment	Vertical alignment of curriculum will occur across all grade levels by revising unit plans and creating a balanced assessment program.	Academic Support Program	12/18/2015	05/31/2017	\$30000	District and School Instructional Department

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Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$270000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies in order to create flexible groups.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$270000	District and Instructional Staff
Problem-Solving Teams	School-based problem solving teams will utilize multiple data points to determine student needs and instructional strategies.	Academic Support Program	12/18/2015	05/31/2017	\$25000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/18/2015	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/18/2015	05/31/2017	\$270000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$26500	District and School Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$110000	District and School Instructional Staff
Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/18/2015	05/31/2017	\$2500	District and School Instructional Staff

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Warren County

Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/18/2015	05/31/2017	\$5000	District and School Instructional Staff State and National Experts
Equitable Staffing	The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/18/2015	05/31/2017	\$75000	District HR Department
Web Site	The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/18/2015	05/31/2017	\$50000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$11000	District and School Instructional Staff
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/18/2015	05/31/2017	\$800000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/18/2015	05/31/2017	\$180000	Director of Student Assistance
Alternate School Programs	The district will continue to fund the Alternate to Suspension Program, Jackson Academy Middle, Jackson Academy High, Beacon Academy, and Lighthouse Academy to provide alternate avenues for student success.	Other	12/18/2015	05/31/2017	\$300000	District Admission and Review Committee
Drop Out Prevention Tools	The district will utilize drop out prevention tools such as Why Try, Persistence to Graduation, and other tools to support student success.	Academic Support Program	12/18/2015	05/31/2017	\$68000	Director of Student Assistance District Instructional Staff
Technology Plan	The individual school and district technology plans will be updated to reflect current needs/trends in the area of educational technology.	Technology	12/18/2015	05/31/2016	\$0	District and School Instructional Staff
Technology Training	Professional development and training will be provided to teachers to ensure quality use of technology that supports effective student engagement and achievement.	Technology	12/18/2015	05/31/2016	\$5000	District and School Instructional Staff
Technology Access	Teachers and students will be provided access to communication and collaboration technologies that support effective teaching and learning.	Technology	12/18/2015	05/31/2016	\$5000	District and School Instructional Staff

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I-3 Project Proposals	Teachers awarded I-3 grants will be supported in the innovative use of instructional technology. As funding becomes available, successful programs will be expanded as appropriate throughout the district. Additional teachers will have the opportunity to apply for I-3 Project funds to implement technology-based instructional projects at the school and classroom level when funding is available.	Technology	12/20/2014	05/29/2015	\$10000	District and School Instructional Staff
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/18/2015	05/31/2017	\$20000	District Intervention Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$16000	District Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/18/2015	05/31/2017	\$16000	District Instructional Staff
Seven Habits of Successful Families	Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement	12/18/2015	05/31/2017	\$50000	District Covey Certified Trainers
Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/18/2015	05/31/2017	\$50000	Student Assistance Coordinator
Post Secondary Transition Support	Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$4000	School and District Leadership
Total					\$5249500	

William H. Natcher Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff

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GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Warren Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Warren East Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Total					\$1601500	

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Warren County

Warren East High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$776500	

Warren County Day Treatment

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$100000	

Warren Central High School

KDE Comprehensive Improvement Plan for Districts

Warren County

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$776500	

South Warren Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Total					\$1601500	

KDE Comprehensive Improvement Plan for Districts

Warren County

South Warren High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$776500	

Rockfield Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff

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GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Rivendell High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$100000	

Richardsville Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Rich Pond Elementary

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

Warren County

Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Plano Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Oakland Elementary

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

Warren County

Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

North Warren Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Lost River Elementary

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

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Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Lighthouse Academy

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff

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Warren County

Total \$776500

Jody Richards Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Jackson Academy Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Total					\$0	

Jackson Academy High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff
Total					\$100000	

KDE Comprehensive Improvement Plan for Districts

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Henry F. Moss Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Total					\$1601500	

Greenwood High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000	District and School Instructional Staff Area Technology Center Staff
Intervention Teachers	Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0	District Instructional Staff
Credit Recovery Options	APEX, Summer School, and other credit recovery options will be offered to students as needed to support academic achievement.	Academic Support Program	12/18/2015	05/31/2017	\$100000	District Instructional Staff

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Warren County

Total \$776500

Drakes Creek Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0	District and School Instructional Staff
Total					\$1601500	

Cumberland Trace Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Bristow Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Warren County

Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Briarwood Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

Alvaton Elementary

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

Warren County

Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will monitor the impact of a standards based report card for the primary grades.	Academic Support Program	12/18/2015	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/18/2015	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/18/2015	05/31/2017	\$69000	District and School Instructional Staff
Total					\$1713000	

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?**

Multiple data points are used in the Warren County Public Schools (WCPS) to guide instruction. From the data collected, it is our desire to have a clear picture of the academic accomplishments and ability levels of each student. Acquired skill level, gaps in skills acquired, problem-solving capabilities and the ability to transfer learning from the classroom to real-life applications are the types of information that enable a teacher to differentiate instruction and facilitate individual student growth.

Teachers and school leaders can analyze data from the following sources: STAR Enterprise, Advanced Placement and Dual Credit data, EPAS, K-PREP, ACCESS, graduation data, Brigance Kindergarten Readiness, Program Review data, Alternate Assessment, College/Career Readiness Assessment, End of Course Assessments, Gifted/Talented Assessments, and classroom formative/summative assessments. It is important for the teachers to have this information in order to make informed decisions about classroom instruction. Discussions in Professional Learning Community meetings, Rtl Progress meetings, student behavior meetings, and PBIS Target/Universal Team meetings provide the opportunity to plan instruction based on the individual needs of the students.

The Warren County Public School (WCPS) District and its individual schools are making progress toward the goal of achieving proficiency for all schools and students. In the third year of the Unbridled Learning accountability system, WCPS improved its overall score from 58.1 in 2011-12 to 58.4 in 2012-13 to 70.5 in 2013-14 to 70.4 in 2014-2015 which ranks the district at the 89 percentile. This equates to a Proficient/Progressing level for the district.

Individual schools demonstrated progress as well. 14 of the district's 22 schools reached either the Proficient or Distinguished levels (up from eleven schools in 2013-2014 and eight schools in 2012-2013), and some are among the top-performing schools in the state.

At the high school level, where the state's emphasis on college and career readiness and graduation rates plays a larger role in calculating the overall score, WCPS excels. South Warren High School, with an overall score of 82.7 and a percentile rank of 98, is in the Distinguished category and earned School of Distinction status. Greenwood High School also reached the Proficient level, achieving an overall score of 75.3 and a percentile rank of 88. Warren East High School's overall score rose from 67.1 in 2013-14 to 71.6 in 2014-2015 and achieved Proficient status. Warren Central High School's scores remain positive, climbing from a percentile rank of 29 in 2011-12 to 43 in 2012-13 and to 59 in the 2013-14 and 2014-15 results.

Scores for Warren County's middle schools demonstrated progress as well. South Warren Middle, with an overall score of 74.7 and a percentile rank of 96, reached the Distinguished level and earned School of Distinction status. Warren East Middle reached the Distinguished level and was honored as a High Performing School. Drakes Creek Middle also reached the Distinguished level and scored at the 95th Percentile.

At the elementary level, eight WCPS schools -- Alvaton, Briarwood, Cumberland Trace, Jody Richards, Natcher, Plano, Rich Pond, and Rockfield -- achieved the Proficient or Distinguished level, an increase from three elementary schools in 2011-12. From the six schools that finished with a Distinguished classification: Alvaton Elementary is ranked as a High Performing School, Cumberland Trace Elementary and Plano Elementary rained as School of Distinction with 99th and 98th percentile scores respectively, and Rich Pond Elementary was recognized as a High Performing School.

Assessment data cannot inform us about student motivation for learning. It will also not inform us as to the amount of parental/family involvement in the educational process or what happens in the life of a student outside the walls of our educational institutions. This information is helpful in serving needs that impact student learning. The WCPS system encourages the building of relationships by all to help remove as many barriers to learning as possible. A strong group of Student Assistance Counselors and FRYSC coordinators help to bridge the gap between the home, school and community. These individuals serve the needs outside of the classroom. Due to a very transient student population, basic needs are often unmet. Donations through great community/business partnerships, allow coordinators the

opportunity to provide these students and families with those basic needs. By providing a team approach to educating our students, we assist the students in being prepared and willing to learn in our classrooms.

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?

Areas of Strength

2015 Tell Survey indicates improvement in the following areas:

- *teachers are allowed to focus on educating students with a minimum of interruptions
- *non-instructional time provided to teachers is sufficient
- *teachers have sufficient instructional time to meet the needs of all students
- *teachers have adequate space to work productively
- *teachers have sufficient access to instructional and communication technologies
- *teachers have sufficient access to office supplies and materials
- *teachers have access to a broad range of instructional support personnel and specialists
- *physical environment of the classroom supports teaching and learning
- *parents and guardians know what is going on in our schools
- *school maintains clear communication with the community
- *the school does an effective job of encouraging parent involvement
- *teachers provide parents with useful information related to student learning
- *students have a good understanding of the expectations for their conduct while at school
- *faculty report that they feel they work in a safe environment
- *teachers are encouraged to participate in school leadership roles
- *school leadership uses data to facilitate improvements in student learning
- *teachers are held to high professional standards for delivering instruction
- *professional learning opportunities are aligned with the school and district improvement plan
- *teachers are encouraged to reflect on their own practice
- *curriculum is effectively aligned with the Kentucky Academic Standards
- *teachers use assessment data to inform instruction

2014-2015 Assessment Data

EPAS

- *scores exceeded state average in all areas on Explore, PLAN, and ACT
- *scores exceeded state average in percent of students meeting the state benchmarks in all four areas

K-PREP

- *WCPS is a proficient district with an overall score of 70.4 - just 0.1 away from a Distinguished classification
- *WCPS has 4 schools identified by KDE as Schools of Distinction
- *WCPS has 3 schools identified by KDE as High Performing School
- *WCPS has 10 schools identified by KDE as Distinguished

??*middle and high school College and Career Readiness scores are above the state average

??*graduation and attendance rates exceed the state average

??*drop out and retention rates are below the state average

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??*scores increased for elementary, middle, and high school students in the Gap category and the Growth category *scores increased for middle and high schools in the CCR category

??*scores increased for the high schools in the graduation rate requirement

Other Areas of Strength:

- * Competent, caring educators
- * Proactive, progressive District
- * Implemented District-Wide Common Unit Assessments
- * Culturally Diverse students
- * Capable, committed leadership
- * Student-centered focus
- * District PBIS Initiative
- * Elementary and Middle school Leader in Me programs
- * Strong exceptional education program
- * Full-time, GT-certified curriculum coordinators in elementary schools
- * Full-time curriculum coordinators in all middle schools * District Interventionists
- * District Math Coach
- * District Reading Coach
- * District RtI Coordinator
- * District Special Education Consultants
- * District-wide student assistance counselors
- * Full-time occupational and physical therapists
- * 212 Academy for 5th and 6th GT
- * GEO Center to serve the needs of our refugee communities
- * Board funded alternate schools for middle and high school students
- * Music, PE, Art offered in all elementary schools
- * Full-time guidance counselors at all elementary schools
- * Competent technology department that oversees all areas involving technology * Interactive White Boards available in all classrooms
- * Transportation Department that provides trainings for district initiatives
- * Aspiring Leaders Academy to help prepare future school leaders
- * New Teacher Academy & New Teacher Orientation
- * Strong Athletic Programs
- * Strong Co-curricular/Extra-Curricular Offerings
- * Year-round PD offerings
- * Plays, musicals, strings programs at all levels

In order to ensure the continued success of these initiatives, job assignments are balanced and evaluated annually to ensure continuity, sustainability, and effectiveness. Routine evaluations allow us to make informed decisions as to how to improve the initiative, redesign the initiative, or remove the initiative if desired results are not being accomplished.

Every success is worthy of celebration. Student achievement---individual and collective--should be celebrated daily. The items listed above address the work that is being done in WCPS to provided opportunities for student and teacher success.

Opportunities for Improvement

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

Areas in need of improvement:

Tell Survey

- * Minimize the amount of routine paperwork that teachers are required to do
- * Increase the level of teacher involvement in decision making throughout the school environment
- * Differentiate professional development to meet the needs of individual teachers
- * Evaluate and communicate to teachers the results of professional development

2014-2015 Assessment Data

EPAS

- * Continue to increase scores in all areas of the EPAS system
- * Continue to increase the number of students meeting the College and Career Readiness benchmarks

K-PREP

- * Increase K-PREP growth scores across all grade levels
- * Increase the percent of students scoring proficient and distinguished
- * Continue to increase scores in the Gap groups

General Areas

- * District staff to strengthen the instructional services to schools
- * Teacher knowledge and practice of differentiated instruction, higher order thinking strategies, and student engagement
- * Effective PLC's
- * Formative, summative, and common assessments
- * Ownership and instructional capacity to support EL's, minorities, and students with disabilities
- * Student and school safety
- * Parental involvement

Professional Development activities are planned by the District and in individual schools to address the items above. District Coaches, RtI Coordinator, Special Ed. Consultants, Interventionists, Central Office Instructional Team, and the ESL Director are available to work with individual schools and teachers to strengthen these areas.

Oversight and Monitoring

Describe your processes and interventions for monitoring continuous improvement.

School / Student Level:

Elementary and middle schools utilize a universal screener to evaluate students three times a year. Schools are also assessing Tier 2/Tier 3 students more often to chart their progress in the areas of reading, math, writing, and behavior.

Target Teams and Child Study Teams are meeting often to check the progress of individual students and make necessary adjustments to programming to meet the immediate needs of individual students. Interventionists and curriculum leaders help to provide data to teachers and instruction to students who are not meeting grade level expectations in reading, math, writing, and behavior.

Middle and high school students not meeting EPAS benchmarks are provided interventions to strengthen skills and gain knowledge. Seniors who do not meet the ACT benchmark are provided opportunities to take the Compass and KYOTE exams.

Common formative and summative assessments help teachers to analyze what students learned and what needs to be revisited in order to eliminate gaps in learning. Standards work in reading, math, and science have produced a curriculum map that teachers follow across the District. This helps to streamline instruction for our transient population.

District Level:

- * The Instructional Department reviews school-wide data (i.e., PBIS, STAR Enterprise, KPREP, EPAS) in order to:
 - * identify professional development needs/plans
 - * determine monthly Administrator meeting topics
 - * monitor CDIP implementation
 - * provide guidance to schools in CSIP development
 - * assist targeted, low-performing schools

In reviewing the 2014-2015 CDIP Goals and Activities progress has been made in many areas. The results of this work have been summarized in each individual goal and activity. Future district plans include routine and timely monitoring of all goals and activities developed by the district leadership team with progress statements and updates noted.

Conclusion

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

The Warren County Public School District has a strong Instructional Leadership Team at the Central Office level. We also have a very caring, supportive Superintendent that desires success for every student that we serve.

In order to address the areas of concern, meetings are set up with principals of targeted, low-performing schools on an individual basis.

During these meetings, school leaders discuss their concerns for their school, their plans for improvement, their needs for support from the Central Office staff, and they share their visions for short- and long-term priorities for their students. These meetings are very beneficial for all and provides an atmosphere where leaders are heard and issues are addressed. The Instructional Department also meets on a regular basis to review department initiatives and programs.

We also strive to provide a yearly Professional Development Plan for the District addressing the needs and initiatives for the upcoming year.

Individual schools complete a yearly Professional Development Plan and it is submitted to the Assistant Superintendent.

Work has been completed to identify power standards in ELA and Math. Standards work in science will produce a curriculum map and timeline that teachers will follow across the District.

Compliance and Accountability - Districts

Introduction

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

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

Planning and Accountability Requirements

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

Goal 1:

Increase the percentage of students who are college and career ready from 69.3% to ???% by 2016.

Measurable Objective 1:

collaborate to ensure that ??% of our students are college and career ready by 05/31/2016 as measured by College and Career Readiness rates.

Strategy1:

CTE Course Offering - Support schools in the review of Career & Technical Education (CTE) courses and programs of study to determine efficacy.

Category: Career Readiness Pathways

Research Cited:

Activity - Technology Access	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/18/2015	05/31/2017	\$50000 - School Council Funds \$250000 - State Funds \$500000 - District Funding	District and School Instructional Staff

Activity - Area Technology Center	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$500000 - State Funds	District and School Instructional Staff Area Technology Center Staff

Activity - Career Pathway Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1000 - Annual Giving Fund \$500 - Perkins	District and School Instructional Staff

Strategy2:

Family and Community Events - Schools will host community events that encourage and support college and career readiness.

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Category: Career Readiness Pathways

Research Cited:

Activity - Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$5000 - Title I Part A \$5000 - School Council Funds \$1000 - Perkins	District and School Instructional Staff

Strategy3:

EPAS Interventions - Interventions will be put in place to assist all students in reaching CCR goals.

Category: Career Readiness Pathways

Research Cited:

Activity - Intervention Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$175000 - Title II Part A	District and School Instructional Staff

Activity - EPAS Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/18/2015	05/31/2017	\$0 - No Funding Required	District and School Instructional Staff

Strategy4:

Post Secondary Opportunities - Post secondary opportunities will be expanded.

Category: Career Readiness Pathways

Research Cited:

Activity - Post Secondary Transition Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$4000 - General Fund	School and District Leadership

Activity - Dual Credit and AP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/18/2015	05/31/2017	\$0 - No Funding Required	District Instructional Staff

KDE Comprehensive Improvement Plan for Districts

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Goal 2:

Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.

Measurable Objective 1:

collaborate to provide a climate/culture that enhances academic achievement by 05/31/2017 as measured by increased student achievement, community involvement, surveys, and other collected data.

Strategy1:

Customer Service - School and district staff will provide high quality customer service to all stakeholders.

Category: Stakeholder Engagement

Research Cited:

Activity - Communication	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/18/2015	05/31/2017	\$2500 - District Funding	District and School Instructional Staff

Activity - GEO Center	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$20000 - Other \$20000 - District Funding \$70000 - Title III	District and School Instructional Staff

Activity - Web Site	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/18/2015	05/31/2017	\$50000 - District Funding	District and School Instructional Staff

Strategy2:

PBIS - Schools will continue to focus on improved climate and culture by updating and implementing PBIS expectations for behavior.

Category: Integrated Methods for Learning

Research Cited:

Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program	12/18/2015	05/31/2017	\$1000 - Title II Part A	District and School Instructional Staff

KDE Comprehensive Improvement Plan for Districts

Warren County

Strategy3:

Responsiveness to Diversity - The district will provide on-going, job embedded training on issues of cultural and linguistic diversity for all staff.

Category: Human Capital Management

Research Cited:

Activity - Staff Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/18/2015	05/31/2017	\$5000 - District Funding	District and School Instructional Staff State and National Experts

Activity - Equitable Staffing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/18/2015	05/31/2017	\$75000 - District Funding	District HR Department

Strategy4:

Leader In Me - Provide assistance to schools in the implementation of Leader in Me.

Category: Integrated Methods for Learning

Research Cited:

Activity - Leader In Me Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000 - Endowment Fund	District and School Instructional Staff

Activity - Seven Habits of Successful Families	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement	12/18/2015	05/31/2017	\$50000 - Endowment Fund	District Covey Certified Trainers

Strategy5:

Family and Community Events - Schools will host community events that encourage and support parental/community involvement in the educational process.

Category: Integrated Methods for Learning

Research Cited:

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Activity - Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$5000 - Booster Fund \$15000 - Title I Part A \$5000 - School Council Funds \$1500 - Title III	District and School Instructional Staff

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

Goal 1:

Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.

Measurable Objective 1:

collaborate to provide a climate/culture that enhances academic achievement by 05/31/2017 as measured by increased student achievement, community involvement, surveys, and other collected data.

Strategy1:

Family and Community Events - Schools will host community events that encourage and support parental/community involvement in the educational process.

Category: Integrated Methods for Learning

Research Cited:

Activity - Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/18/2015	05/31/2017	\$1500 - Title III \$5000 - School Council Funds \$5000 - Booster Fund \$15000 - Title I Part A	District and School Instructional Staff

Strategy2:

Responsiveness to Diversity - The district will provide on-going, job embedded training on issues of cultural and linguistic diversity for all staff.

Category: Human Capital Management

Research Cited:

KDE Comprehensive Improvement Plan for Districts

Warren County

Activity - Staff Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/18/2015	05/31/2017	\$5000 - District Funding	District and School Instructional Staff State and National Experts

Activity - Equitable Staffing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/18/2015	05/31/2017	\$75000 - District Funding	District HR Department

Strategy3:

PBIS - Schools will continue to focus on improved climate and culture by updating and implementing PBIS expectations for behavior.

Category: Integrated Methods for Learning

Research Cited:

Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program	12/18/2015	05/31/2017	\$1000 - Title II Part A	District and School Instructional Staff

Strategy4:

Customer Service - School and district staff will provide high quality customer service to all stakeholders.

Category: Stakeholder Engagement

Research Cited:

Activity - Communication	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/18/2015	05/31/2017	\$2500 - District Funding	District and School Instructional Staff

Activity - Web Site	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/18/2015	05/31/2017	\$50000 - District Funding	District and School Instructional Staff

Activity - GEO Center	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/18/2015	05/31/2017	\$20000 - District Funding \$70000 - Title III \$20000 - Other	District and School Instructional Staff

Strategy5:

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Leader In Me - Provide assistance to schools in the implementation of Leader in Me.

Category: Integrated Methods for Learning

Research Cited:

Activity - Seven Habits of Successful Families	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement	12/18/2015	05/31/2017	\$50000 - Endowment Fund	District Covey Certified Trainers

Activity - Leader In Me Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/18/2015	05/31/2017	\$1600000 - Endowment Fund	District and School Instructional Staff

KDE Assurances - District

Introduction

KDE Assurances for Districts

District Assurances

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

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

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

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

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

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

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

KDE Comprehensive Improvement Plan for Districts

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

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

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

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

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

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

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

KDE Comprehensive Improvement Plan for Districts

Warren 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		

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

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

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

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

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

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

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

KDE Comprehensive Improvement Plan for Districts

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

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

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

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

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

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

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

KDE Comprehensive Improvement Plan for Districts

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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	Attached is the data for all schools that was collected by district staff.	Equity Access Data for all WCPS Schools

What are the barriers?

1. Managing Student Conduct
2. Community Engagement and Support
3. Substitute Teacher Fill Rate in Schools

List the data sources used to identify the barriers.

- School Report Card
- Title I Reports for Free and Reduced Lunch Rates
- Infinite Campus Reports
- School Recruiter
- AESOP

What are the root causes of those identified barriers?

MANAGING STUDENT CONDUCT

- Students are not following rules of conduct
- School Administrators consistently enforce rules for student conduct

COMMUNITY ENGAGEMENT AND SUPPORT

- Parents/guardians are influential decision makers in this school
- Parents/guardians support teachers, contributing to their success with students

SUB FILL RATE

- Insufficient number of subs to fill positions
- Lack of training and respect for sub teachers

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

Overall Effectiveness of School Teachers and Leaders Exemplary/Accomplished 89.0% District 93.0% State

Overall Student Growth Rating of Teachers and Leaders High/Expected 92.0% District 95.0% State

Equitable Access Strategies

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

There are no district policies or procedures to address placement. Schools address placement of students through their SBDM policies.

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

All data is analyzed with school leadership teams. The district provides an intervention teacher to all high schools and middle schools to ensure any student who is not meeting benchmarks is provided appropriate instruction. Progress of these students are monitored.

Some of our elementary schools are provided intervention teachers, also.

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

The district has a recruiter who works with school staff on helping place teachers in specific schools. School staff shares student data with recruiter.

For future planning, the district recruiter shall be invited to sit in on district analysis sessions with schools.

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 uses the Teacher Insight Score and we host a New Teacher Reception each spring. The district also hosts many students from our local university, Western Kentucky University, for pre-student teaching and student teaching.

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?

Student Loan Forgiveness is advertised with positions posted in high poverty, high minority, or schools with higher populations of ELL and Exceptional Children.

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.

The district provides New Teacher Orientation and New Teacher Academies for all new teachers to Warren County Public Schools.

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

- Mentoring program for Preschool Teachers
- KTIP
- New Teacher Orientation
- New Teacher Academies

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

- Corrective Action Plan developed
- Assign mentoring teacher
- District provide professional training in the area of need
- Additional walkthroughs are conducted to monitor teacher progress and provide feedback

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

- District Professional Development Offerings throughout the year
- PLC's in the schools
- District Coaches (Literacy and Math) work with teachers in their classroom and provide training

Questions

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

GOAL 1: Improve the percentage of WCPS students following the rules of conduct and school administrators consistently enforcing the rules for student conduct.

OBJECTIVES:

- Increase the percentage of WCPS students following the rules of conduct from 83.7% to 90% as indicated on the 2017 TELL Survey.
- Increase the percentage of WCPS administrators consistently enforcing the rules for student conduct from 76.2% to 90% as indicated on the 2017 TELL Survey.

STRATEGIES: District Student Code of Conduct, PBIS, Administrator Training

ACTIVITIES: School Administrators will be trained on the District Code of Conduct. PBIS Information will be shared monthly at District Administrator Meetings. School Administrators will be trained on strategies and techniques to consistently enforce rules for student conduct.

GOAL 2: Increase parental/guardian support for schools.

OBJECTIVE: Increase parents/guardians support for teachers and become influential decision makers in the schools as indicated on the 2017 TELL survey from 70% (Q4.1a) and 75.7% (Q4.1f) to 80%.

STRATEGIES: Parent Communication, SBDM /PTO/Booster Club Elections, Opportunities for Parents/Guardians to be involved with the school

ACTIVITIES: Increase parent/guardian communication with social media. Increase advertisements for SBDM/PTO/Booster Club Elections. Provide opportunities for parents/guardians to be involved in the school.

GOAL 3: Increase the percentage of sub teachers to fill requests for the district.

Objective: Increase the percentage of sub teachers to fill the requests for all schools from 88.61% district wide to 95% district wide as indicated by reports from AESOP.

Strategies: WKU Teacher Candidates, Pay Increases, District Training, Culture for Sub Teachers

Activities: Recruit WKU Teacher Candidates to sub in our schools. Investigate differentiated pay for schools with a higher percentage of low income, minority, ELL, and Special Ed. students. Provide specific training for sub teachers to use technology in the classroom and classroom management strategies. Train schools on developing a culture that is welcoming and helpful to sub teachers.