



# **Comprehensive District Improvement Plan**

Warren County

303 Lovers Lane  
Bowling Green, KY 42102

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## **Introduction**

The following Kentucky Department of Education resources should be referenced to assist in the development of Comprehensive School and District Improvement plans. Each document outlines the purpose and characteristics of effective plans by component.

Needs Assessment: <http://education.ky.gov/school/csip/Documents/Effective%20Needs%20Assessment.pdf>

Goals: <http://education.ky.gov/school/csip/Documents/Effective%20KBE%20Goals.pdf>

Objectives: <http://education.ky.gov/school/csip/Documents/Effective%20School%20Objectives.pdf>

Strategies: <http://education.ky.gov/school/csip/Documents/Effective%20Strategies.pdf>

Activities: <http://education.ky.gov/school/csip/Documents/Effective%20Activities.pdf>

Executive Summary: <http://education.ky.gov/school/csip/Documents/Effective%20Executive%20Summary.pdf>

KDE encourages the use of the 30-60-90 day plan template as schools incorporate and monitor the goals, objectives, strategies and activities specified in the Comprehensive Improvement Plan.

# **Phase I - Equitable Access to Effective Educators District Diagnostic**

## Introduction

National data show that poor and minority students, English Language Learners and students with disabilities continue to be taught more often than their peers by inexperienced, out-of-field or ineffective teachers. As a result, the United States Department of Education (USDE) required states to develop equity plans and use evidence based strategies to address this issue. Kentucky's plan is focused on teacher preparation; recruitment, hiring and placement of teachers; providing supports for on-going, job-embedded professional learning; and strategies to retain teacher and leaders.

All districts and schools in Kentucky are required to identify barriers and develop strategies to address these issues to achieving equitable access to effective educators for students most at risk. This is being incorporated within the Comprehensive District and School Improvement Plans. This diagnostic should be used as tool for identification of barriers and a catalyst for development of strategies that will result in novice reduction for gap closure. Strategies will be incorporated into the Comprehensive District Improvement Plan.

Kentucky's Plan Submitted to U.S. Education Department

<http://education.ky.gov/teachers/PGES/Documents/Teacher%20Equity%20Plan.pdf>

**Equitable Access to Effective Educators - District**

Label	Assurance	Response	Comment	Attachment
District Equity Data (1)	Complete the District Equity Data tab for this diagnostic. Include at least one other self-selected indicator for consideration. *Self-selected data could come from a variety of sources. It should be relevant to the needs of the district. Examples could include: principal, teacher or student demographic data; percentage of National Board Certified Teachers or Advanced Degrees; teacher or principal effectiveness data; TELL results; turnover data. **The district should complete the information in the chart ONLY for the subgroups reported in the School Report Card where the data has been suppressed to protect student identification required by the Family Educational Rights and Privacy Act (FERPA). Follow the steps below:	I acknowledge that I have uploaded the District Equity Data.		Equitability Data

**Provide a brief analysis the of district data from the chart. Include any trends, note-worthy data points or perceptions the data has provided related to equitable access to effective educators.**

Typically, you will see a higher percentage of new teachers at schools with higher poverty. Our data shows that trend is somewhat true, but the discrepancy is not as great as one would expect.

**After the data analysis is complete, the district will then identify the barriers (challenges) for some of the identified trends. An identified barrier, for example, could be higher teacher turnover in priority schools as compared with non-priority schools. Once the barriers have been identified, then root causes of why the barriers exist will be included.**

Almost every year, we will have a couple of teachers who will transfer from a school with high poverty and make a lateral move to a school with less poverty.

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Label	Assurance	Response	Comment	Attachment
Goal Setting (4)	<p>Complete the District Equity Goals tab for this diagnostic. Include at least one other self-selected indicator for consideration.</p> <p>*Self-selected data could come from a variety of sources. It should be relevant to the needs of the district. Examples could include: principal, teacher or student demographic data; percentage of National Board Certified Teachers or Advanced Degrees; teacher or principal effectiveness data; TELL results; turnover data.</p> <p>**The district should complete the information in the chart ONLY for the subgroups reported in the School Report Card where the data has been suppressed to protect student identification required by the Family Educational Rights and Privacy Act (FERPA). Follow the steps below:</p>	I acknowledge that I have uploaded the District Equity Goals Data.		District Equity Goals

**Strategies and Activities** Equitable access to effective educators must be reflected in the Comprehensive District Improvement Plan. Strategies could include, but are not limited to, recruitment; hiring and placement of teachers and/or students; providing supports for on-going, job-embedded professional learning to improve teacher and leader effectiveness; and strategies to retain teacher and leaders, particularly in high needs schools. Once implemented, these should assist the district in meeting the goals set in the previous section. If there are strategies and activities within one of the five major goals of the CDIP, which adequately addresses equitable access, the district may select the appropriate goal, objective, strategies and activities.

OR

The district may create a new goal to address equitable access to effective educators. Once a new goal has been created, the district will need to include appropriate objectives, strategies and activities.

The district may choose to provide an optional narrative response to include any additional information, but this is not required.

## Goal 1:

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

## 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 43.1 to 52.5 for elementary; 45.4 to 55.5 for middle; and 33.8 to 55.6 for high schools by 05/31/2017 as measured by performance on the K-PREP assessment.

## Strategy1:

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

Research Cited:



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Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	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.	Professional Learning	12/19/2016	05/31/2018	\$10000 - Title II Part A \$10000 - State Funds \$8000 - Title I Part A	District Instructional Department

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/19/2016	05/31/2018	\$0 - No Funding Required	School Leadership

## 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:

Planning and Collaboration - Tell Survey results indicated that 62% of WCPS teachers report spending between 1 and 5 hours of time each week in required committee and/or staff meetings. For comparison, the state average is 47% report spending between 1 and 5 hours in required committee and/or staff meetings. To increase effective collaboration and preserve staff satisfaction, new strategies for planning/collaboration need to be investigated and implemented.

Category: Human Capital Management

Research Cited:

Activity - Early Release Day	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The feasibility and community support for implementing student early release days as part of the district calendar will be investigated. Early release time would be used for intra- and inter-school professional learning community meetings as well as other required teacher training and events.	Policy and Process	12/19/2016	05/31/2018	\$0 - No Funding Required	District Calendar Committee

### 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:

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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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$75000 - District Funding	District HR Department

### Goal 3:

Warren County Public Schools will implement the Professional Growth and Effectiveness System for teachers and school leaders.

### Measurable Objective 1:

collaborate to implement all aspects of PGES to determine a baseline percentage of effective teachers and principals by 05/31/2016 as measured by teacher and principal evaluation records.

### Strategy1:

Build teacher and leader capacity to implement PGES - Training and coaching of staff

Category: Teacher PGES

Research Cited:

Activity - Peer Observer Calibration/Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Certified staff will complete/maintain peer observer certifications as required in the TPGES process and Certified Evaluation Plan document.	Professional Learning	12/19/2016	05/31/2018	\$20000 - General Fund	Superintendent, Assistant Superintendents, Building Level Principals

# **Phase I - GAP Target Assurance**

## **Introduction**

Pursuant to KRS 158.649 (9) The superintendent shall report to the commissioner of education if a school fails to meet its targets to reduce the gap in student achievement for any student group for two (2) consecutive years. The schools improvement plan shall be subject to review and approval by the Kentucky Department of Education and the school shall submit an annual status report. The Department of Education may provide assistance to schools as it deems necessary to assist the school in meeting its goals.

Gap Target Assurance

Label	Assurance	Response	Comment	Attachment
	As superintendent of the district, I hereby certify that:	The following school(s) have failed to meet their gap target for two (2) consecutive years and are listed in the text box provided below	<p>Failed to meet the combined proficient reading and math gap delivery target for two consecutive years as reported on the KDE School Report Card.</p> <p>Bristow Elementary                      Jody Richards Elementary                      Lost River Elementary                      North Warren Elementary                      Oakland Elementary                      Richardsville Elementary                      Warren Elementary                      William Natcher Elementary-                      Failed</p> <p>Warren East Middle</p> <p>Greenwood High                      South Warren High                      Warren Central High                      Warren East High</p>	

# **Phase I - 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?**

Updated 12/2016

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: District Common Assessments, STAR Enterprise, Advanced Placement and Dual Credit data, ACT, 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 fourth year of the Unbridled Learning accountability system, WCPS improved its overall score from 58.1 in 2011-12 to 70.4 in 2015-2016. This equates to a Proficient/Progressing level for the district.

Individual schools demonstrated progress as well. Fourteen of the district's twenty two schools reached either the Proficient or Distinguished levels, and four are listed as Schools of Distinction which makes them 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 79.8, is in the Distinguished category and Greenwood High School also reached the Distinguished/Progressing level and was noted as being a High Progress School, achieving an overall score of 79.4.

Scores for Warren County's middle schools demonstrated progress as well. South Warren Middle, with an overall score of 75.2, continues to be at the Distinguished level. Drakes Creek Middle also continues to be at the Distinguished level with a score of 74.1.

At the elementary level, ten WCPS schools -- Alvaton, Briarwood, Bristow, Cumberland Trace, Jody Richards, North Warren, Plano, Rich Pond, Richardsville 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: Cumberland Trace Elementary, Jody Richards, North Warren and Rich Pond rained as Schools of Distinction. Jody Richards Elementary and Richardsville Elementary were recognized as High Progress Schools.

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. Through donations from great community/business partnerships and with the development of our Synergy Center, coordinators have 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?**

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
- \*selected group of administrators participate in the Kentucky Leadership Academy and in the National Institute of School Leadership
- \*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
- \*student have a good understand 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 effective aligned with the Kentucky Academic Standards
- \*teachers use assessment data to inform instruction

2015-16 Assessment Data

Assessments

- \*district uses District Common Assessments (DCA's) in reading and math across all grade levels
- \*scores exceeded state average in all areas on the 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 Progress Schools
- \*WCPS has 11 schools identified by KDE as Distinguished
- \*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\*elementary and middle students scored above the state average in the Gap and

the Growth category

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## Other Areas of Strength:

- \* Competent, caring educators
- \* Proactive, progressive District
- \* Implemented District-Wide Common Unit Assessments
- \* Superintendent communication with all stakeholders using Community Council Meetings, Superintendent Monday Memo and yearly State of the District Address
- \* Culturally Diverse students
- \* Capable, committed leadership
- \* Student-centered focus
- \* District PBIS Initiative
- \* Elementary and Middle school Leader in Me programs
- \* All preschool programs in each elementary school awarded 5-Star Rating in the new KY ALL STARS rating system
- \* Strong, exceptional education program
- \* School Academic Liaison Grant - coaching and training co-teachers in working with students with special needs
- \* Full-time, GT-certified curriculum coordinators in elementary schools
- \* Full-time, GT-certified interventionists in middle schools
- \* Full-time curriculum coordinators in all middle schools
- \* District Interventionists
- \* District Math Coach
- \* District Reading Coach
- \* District RtI Coordinator
- \* District Special Education Consultants & School Psychologists
- \* District-wide student assistance counselors
- \* District-wide Professional Learning Communities (PLC's)
- \* Full-time occupational and physical therapists
- \* 212 Academy for 5th and 6th Gifted-identified students
- \* Summer Literacy Academy offered for grades K-2
- \* GEO Center to serve the needs of our refugee communities
- \* GEO International High School--first in the state of Kentucky
- \* Beacon Academy--online school
- \* 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 and musicals at all levels

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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:

#### 2014 - 2015 Tell Survey Results

- \* 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 options for additional teacher PLC's and collaboration time
- \* Evaluate options for most efficient ways to maintain a clean, inviting learning environment

#### 2015-2016 Assessment Data

- \* Continue to increase the number of students meeting the College and Career Readiness benchmarks
- \* Increase K-PREP growth and Gap scores across all grade levels
- \* Increase the percent of students scoring proficient and distinguished
- \* Decrease the percent of students scoring novice

#### 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, students from poverty, 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, School Psychologists, 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, Student Success Teams, and PLC's 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 benchmarks are provided interventions to strengthen skills and gain knowledge. Seniors who do not meet the ACT benchmark are provided opportunities to take the KYOTE exam.

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, ACT, District Common Assessments) 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 2015-2016 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 supportive Superintendent that desires safety, success and opportunities 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 concerns for their school, plans for improvement, and needs for support from the Central Office staff. The administrators share their visions with the Instructional Department for the short- and long-term priorities for their respective schools. These meetings are very beneficial for all and provide 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.

For the past two years, a main priority in our district has been our efforts toward building District Common Assessments. We recognize our next steps will be to include revising and expanding the effectiveness of PLC's and on-going data discussions. District leaders have been providing ongoing training and coaching to support this initiative because we believe in the power of the collaborative professional practice. Through effective PLC's, areas of weakness can be targeted and areas of strength can be enhanced.

District and school leaders strive towards continuous improvement. In fact, we have reached out to the Studer Group and have started to gather feedback from stakeholders to improve our leadership roles. In addition, through our work with the Instructional Transformation Grant, we have had the opportunity to work with Audrey Harper, an Effectiveness Coach with the Kentucky Department of Education. We believe efforts such as these will bring expertise into our district to help take WCPS to an even higher level of success.

# **CDIP Goals 2016 - Version 1**

## **Overview**

### **Plan Name**

CDIP Goals 2016 - Version 1

### **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 95.2% to 95.5% by June 2019.	Objectives: 1 Strategies: 2 Activities: 5	Organizational	\$698000
3	Increase the percentage of students who are college and career ready from 71.1% to 75.5% by 2017.	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: 7 Activities: 11	Organizational	\$1920000
7	Warren County Public Schools will implement the Professional Growth and Effectiveness System for teachers and school leaders.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$22000

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

**Measurable Objective 1:**

collaborate to increase the overall reading and math percentages from 55.2 to 61.8 for elementary students by 05/31/2017 as measured by performance on the K-Prep Assessment..

**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

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. Schools: All Schools	Academic Support Program	12/19/2016	05/31/2018	\$25000	District Funding	District and School Instructional Staff
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	12/19/2016	05/31/2018	\$200000	Title I Part A	District and School Instructional Staff

**Strategy 2:**

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

Category: Continuous Improvement

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	12/19/2016	05/31/2018	\$270000	Other, District Funding, Title I Part A, Title III	District and School Instructional Staff
Activity - Creative Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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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	12/19/2016	05/31/2018	\$40000	State Funds	District and School Instructional Staff
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Activity - GT Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GT funds will be used to enhance the GT programming in all elementary schools.  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	12/19/2016	05/31/2018	\$69000	State Funds	District and School Instructional Staff

Activity - Math Training Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.  Schools: All Schools	Professional Learning	12/19/2016	05/31/2018	\$20000	Title II Part A, District Funding	District Intervention Staff

## Measurable Objective 2:

collaborate to increase the overall reading and math percentages for middle schools from 58.6 to 65.6 by 05/31/2017 as measured by performance on the K-Prep State Assessment.

## 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

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	12/19/2016	05/31/2018	\$25000	District Funding	District and School Instructional Staff

Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Warren County

Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.  Schools: All Schools	Academic Support Program	12/19/2016	05/31/2018	\$200000	Title I Part A	District and School Instructional Staff
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### Strategy 2:

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

Category: Continuous Improvement

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	12/19/2016	05/31/2018	\$270000	Title III, District Funding, Title I Part A, Other	District and Instructional Staff

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	12/19/2016	05/31/2018	\$16000	Other, Title III	District Instructional Staff

### Measurable Objective 3:

collaborate to increase the overall reading and math percentages from 48.5 to 65.6 for high schools by 05/31/2017 as measured by performance on the K-Prep State Assessment. .

### 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

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	12/19/2016	05/31/2018	\$25000	District Funding	District and School Instructional Staff

Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Warren County

Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs.  Schools: All Schools	Academic Support Program	12/19/2016	05/31/2018	\$200000	Title I Part A	District and School Instructional Staff
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### Strategy 2:

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

Category: Continuous Improvement

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	12/19/2016	05/31/2018	\$270000	Title I Part A, District Funding, Title III, Other	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$16000	Other, Title III	District Instructional Staff

## Goal 2: Increase the 4 year cohort graduation rate from 95.2% to 95.5% by June 2019.

### Measurable Objective 1:

collaborate to increase the percentage of students graduating to 95.5% by 05/31/2019 as measured by 2019 graduation rate data.

### Strategy 1:

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

Category: Persistence to Graduation

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	12/19/2016	05/31/2018	\$180000	District Funding, Title I Part D	Director of Student Assistance

Activity - Alternate School Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$300000	District Funding	District Admission and Review Committee
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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	12/19/2016	05/31/2018	\$68000	Title I Part D, District Funding	Director of Student Assistance District Instructional Staff

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	12/19/2016	05/31/2018	\$50000	Other	Student Assistance Coordinator

### Strategy 2:

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

Category: Persistence to Graduation

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	12/19/2016	05/31/2018	\$100000	District Funding	District Instructional Staff

## Goal 3: Increase the percentage of students who are college and career ready from 71.1% to 75.5% by 2017.

### Measurable Objective 1:

collaborate to ensure that 75.5% of our students are college and career ready by 05/31/2017 as measured by College and Career Readiness rates.

# Comprehensive District Improvement Plan

Warren County

## 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

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	12/19/2016	05/31/2018	\$1500	Perkins, Annual Giving Fund	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$500000	State Funds	District and School Instructional Staff Area Technology Center Staff

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	12/19/2016	05/31/2018	\$800000	District Funding, School Council Funds, State Funds	District and School Instructional Staff

## Strategy 2:

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

Category: Career Readiness Pathways

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	12/19/2016	05/31/2018	\$11000	Perkins, Title I Part A, School Council Funds	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

### Strategy 3:

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

Category: Career Readiness Pathways

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	12/19/2016	05/31/2018	\$175000	Title II Part A	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$0	No Funding Required	District and School Instructional Staff

### Strategy 4:

Post Secondary Opportunities - Post secondary opportunities will be expanded.

Category: Career Readiness Pathways

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	12/19/2016	05/31/2018	\$0	No Funding Required	District Instructional Staff

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	12/19/2016	05/31/2018	\$4000	General Fund	School and District Leadership



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

### 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 43.1 to 52.5 for elementary; 45.4 to 55.5 for middle; and 33.8 to 55.6 for high schools by 05/31/2017 as measured by performance on the K-PREP assessment.

### 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

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	12/19/2016	05/31/2018	\$2500	District Funding	District Instructional Department
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	12/19/2016	05/31/2018	\$28000	Title II Part A, State Funds, Title I Part A	District Instructional Department
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	12/19/2016	05/31/2018	\$0	No Funding Required	School Leadership
Activity - Tiered Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive District Improvement Plan

Warren County

Students will be provided researched-based tiered interventions. Schools: All Schools	Academic Support Program	12/19/2016	05/31/2018	\$610000	Other, Title I Part A, District Funding, School Council Funds, State Funds	District and School Instructional Staff
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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	12/19/2016	05/31/2018	\$1249000	State Funds, Title III, Other	District and School Instructional Department

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	12/19/2016	05/31/2018	\$30000	District Funding, Title II Part A	District and School Instructional Department

### 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.

### Strategy 1:

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

Category: Early Learning

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	12/19/2016	05/31/2018	\$4000	District Funding	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

### 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.

#### Strategy 1:

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

Category: Teacher PGES

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	12/19/2016	05/31/2018	\$40000	Title I Part A, Title II Part A	District and School Instructional Staff

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

### 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.

#### Strategy 1:

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

Category:

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	12/19/2016	05/31/2018	\$0	No Funding Required	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$5000	General Fund	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

Activity - Technology Access	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will be provided access to communication and collaboration technologies that support effective teaching and learning.  Schools: All Schools	Technology	12/19/2016	05/31/2018	\$5000	Other	District and School Instructional Staff

### Strategy 2:

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

Category:

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	12/19/2016	05/31/2018	\$10000	District Funding	District and School Instructional Staff

## 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.

### 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.

### 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

Activity - PBIS Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	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.  Schools: All Schools	Behavioral Support Program	12/19/2016	05/31/2018	\$1000	Title II Part A	District and School Instructional Staff

# Comprehensive District Improvement Plan

Warren County

## Strategy 2:

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

Category: Integrated Methods for Learning

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	12/19/2016	05/31/2018	\$1600000	Endowment Fund	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$50000	Endowment Fund	District Covey Certified Trainers

## 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

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	12/19/2016	05/31/2018	\$26500	School Council Funds, Booster Fund, Title I Part A, Title III	District and School Instructional Staff

## Strategy 4:

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

Category: Stakeholder Engagement

Activity - GEO Center	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$110000	Other, Title III, District Funding	District and School Instructional Staff
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Activity - Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To reflect the diversity of the district, school-family communications will be provided in multiple languages. Schools: All Schools	Other	12/19/2016	05/31/2018	\$2500	District Funding	District and School Instructional Staff

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	12/19/2016	05/31/2018	\$50000	District Funding	District and School Instructional Staff

### 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

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	12/19/2016	05/31/2018	\$5000	District Funding	District and School Instructional Staff State and National Experts

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	12/19/2016	05/31/2018	\$75000	District Funding	District HR Department

### Strategy 6:

Planning and Collaboration - Tell Survey results indicated that 62% of WCPS teachers report spending between 1 and 5 hours of time each week in required committee and/or staff meetings. For comparison, the state average is 47% report spending between 1 and 5 hours in required committee and/or staff meetings. To increase effective collaboration and preserve staff satisfaction, new strategies for planning/collaboration need to be investigated and implemented.

Category: Human Capital Management

SY 2016-2017

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## Comprehensive District Improvement Plan

Warren County

Activity - Early Release Day	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The feasibility and community support for implementing student early release days as part of the district calendar will be investigated. Early release time would be used for intra- and inter-school professional learning community meetings as well as other required teacher training and events.  Schools: All Schools	Policy and Process	12/19/2016	05/31/2018	\$0	No Funding Required	District Calendar Committee

### Strategy 7:

Facilities and Maintenance - Tell Survey results indicate that 23% of WCPS teachers believe that the school environment is not clean or well maintained. Staff, fiscal, and time resources need to be allocated in creative ways to positively impact the perception of building cleanliness and care across the district.

Category: Human Capital Management

Activity - Custodial Contracting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The impact of changes to custodial contracting plans will be evaluated and updated as needed to improve building cleanliness and care.  Schools: All Schools	Policy and Process	12/19/2016	05/31/2018	\$0	No Funding Required	Director of Facilities and Chief Operations Officer

## Goal 7: Warren County Public Schools will implement the Professional Growth and Effectiveness System for teachers and school leaders.

### Measurable Objective 1:

collaborate to implement all aspects of PGES to determine a baseline percentage of effective teachers and principals by 05/31/2016 as measured by teacher and principal evaluation records.

### Strategy 1:

Build teacher and leader capacity to implement PGES - Training and coaching of staff

Category: Teacher PGES

Activity - Evaluation Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An evaluation schedule will be established by each school principal that includes teachers/leaders that are part of TPGES as well as staff that are part of the OPGES process.  Schools: All Schools	Professional Learning	12/19/2016	05/31/2018	\$0	No Funding Required	Building level principals and leadership.

**Comprehensive District Improvement Plan**

Warren County

Activity - Calibration for Principal Observers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and building leaders will become and/or retain certification in the observation process as required by the district's Certified Evaluation Plan.  Schools: All Schools	Professional Learning	12/19/2016	05/31/2018	\$2000	General Fund	Superintendent, Assistant Superintendents, and Instructional Department
Activity - Peer Observer Calibration/Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Certified staff will complete/maintain peer observer certifications as required in the TPGES process and Certified Evaluation Plan document.  Schools: All Schools	Professional Learning	12/19/2016	05/31/2018	\$20000	General Fund	Superintendent, Assistant Superintendents, Building Level Principals



## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$250000	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$10000	District Instructional Department
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	12/19/2016	05/31/2018	\$40000	District and School Instructional Staff
<b>Total</b>					<b>\$943000</b>	

# Comprehensive District Improvement Plan

Warren County

## Title I Part D

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/19/2016	05/31/2018	\$150000	Director of Student Assistance
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	12/19/2016	05/31/2018	\$50000	Director of Student Assistance District Instructional Staff
<b>Total</b>					<b>\$200000</b>	

## District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/19/2016	05/31/2018	\$2500	District and School Instructional Staff
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	12/19/2016	05/31/2018	\$300000	District Admission and Review Committee
Problem-Solving Teams	School-based problem solving teams will utilize multiple data points to determine student needs and instructional strategies.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff
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	12/19/2016	05/31/2018	\$10000	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	12/19/2016	05/31/2018	\$75000	District HR Department
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff

# Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$18000	Director of Student Assistance District Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$200000	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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
Web Site	The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/19/2016	05/31/2018	\$50000	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	12/19/2016	05/31/2018	\$4000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/19/2016	05/31/2018	\$30000	Director of Student Assistance
Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff State and National Experts
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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$500000	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/19/2016	05/31/2018	\$20000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/19/2016	05/31/2018	\$2500	District 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	12/19/2016	05/31/2018	\$25000	District and School 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	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff
<b>Total</b>					<b>\$1507000</b>	

### 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	12/19/2016	05/31/2018	\$500	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$1000	District and School Instructional Staff
<b>Total</b>					<b>\$1500</b>	

### Title II Part A

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	12/19/2016	05/31/2018	\$1000	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	12/19/2016	05/31/2018	\$5000	District and School Instructional Department

## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$10000	District Instructional Department
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	12/19/2016	05/31/2018	\$175000	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	12/19/2016	05/31/2018	\$5000	District Intervention Staff
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/19/2016	05/31/2018	\$20000	District and School Instructional Staff
<b>Total</b>					\$216000	

### 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	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff
<b>Total</b>					\$5000	

### Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/19/2016	05/31/2018	\$200000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff

# Comprehensive District Improvement Plan

Warren County

Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$200000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$200000	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	12/19/2016	05/31/2018	\$8000	District Instructional Department
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/19/2016	05/31/2018	\$20000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$100000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$25000	District and Instructional Staff
<b>Total</b>					<b>\$823000</b>	

## Title III

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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	12/19/2016	05/31/2018	\$180000	District and School Instructional Department

## Comprehensive District Improvement Plan

Warren County

Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$180000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$180000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$1000	District Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$1000	District Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$70000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/19/2016	05/31/2018	\$1500	District and School Instructional Staff
<b>Total</b>					\$793500	

### 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	12/19/2016	05/31/2018	\$1000	District and School Instructional Staff
<b>Total</b>					\$1000	

### 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.	Community Engagement	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$50000	District and School Instructional Staff
<b>Total</b>					<b>\$65000</b>	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Custodial Contracting	The impact of changes to custodial contracting plans will be evaluated and updated as needed to improve building cleanliness and care.	Policy and Process	12/19/2016	05/31/2018	\$0	Director of Facilities and Chief Operations Officer
Early Release Day	The feasibility and community support for implementing student early release days as part of the district calendar will be investigated. Early release time would be used for intra- and inter-school professional learning community meetings as well as other required teacher training and events.	Policy and Process	12/19/2016	05/31/2018	\$0	District Calendar Committee
Evaluation Schedule	An evaluation schedule will be established by each school principal that includes teachers/leaders that are part of TPGES as well as staff that are part of the OPGES process.	Professional Learning	12/19/2016	05/31/2018	\$0	Building level principals and leadership.
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$0	District Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$0	District and School Instructional Staff
<b>Total</b>					<b>\$0</b>	



# Comprehensive District Improvement Plan

Warren County

## 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$1600000	District and School Instructional Staff
<b>Total</b>					\$1650000	

## General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff
Peer Observer Calibration/Training	Certified staff will complete/maintain peer observer certifications as required in the TPGES process and Certified Evaluation Plan document.	Professional Learning	12/19/2016	05/31/2018	\$20000	Superintendent, Assistant Superintendents, Building Level Principals
Post Secondary Transition Support	Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$4000	School and District Leadership
Calibration for Principal Observers	Principals and building leaders will become and/or retain certification in the observation process as required by the district's Certified Evaluation Plan.	Professional Learning	12/19/2016	05/31/2018	\$2000	Superintendent, Assistant Superintendents, and Instructional Department
<b>Total</b>					\$31000	

## Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/19/2016	05/31/2018	\$50000	Student Assistance Coordinator

# Comprehensive District Improvement Plan

Warren County

GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/19/2016	05/31/2018	\$20000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$40000	District and Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$40000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$15000	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	12/19/2016	05/31/2018	\$1000000	District and School Instructional Department
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$40000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$15000	District Instructional Staff
<b>Total</b>					<b>\$1525000</b>	

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$25000	District and School Instructional Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$28000	District Instructional Department
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/19/2016	05/31/2018	\$0	School Leadership
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$30000	District and School Instructional Department

# Comprehensive District Improvement Plan

Warren County

Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$270000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$110000	District and School Instructional Staff
Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/19/2016	05/31/2018	\$2500	District and School Instructional Staff

# Comprehensive District Improvement Plan

Warren County

Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$75000	District HR Department
Web Site	The district and schools will maintain an up-to-date web site and social media presence.	Community Engagement	12/19/2016	05/31/2018	\$50000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$800000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$5000	District and School Instructional Staff

# Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$10000	District and School Instructional Staff
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$20000	District Intervention Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$16000	District Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$50000	District Covey Certified Trainers
Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$4000	School and District Leadership
Evaluation Schedule	An evaluation schedule will be established by each school principal that includes teachers/leaders that are part of TPGES as well as staff that are part of the OPGES process.	Professional Learning	12/19/2016	05/31/2018	\$0	Building level principals and leadership.
Calibration for Principal Observers	Principals and building leaders will become and/or retain certification in the observation process as required by the district's Certified Evaluation Plan.	Professional Learning	12/19/2016	05/31/2018	\$2000	Superintendent, Assistant Superintendents, and Instructional Department
Peer Observer Calibration/Training	Certified staff will complete/maintain peer observer certifications as required in the TPGES process and Certified Evaluation Plan document.	Professional Learning	12/19/2016	05/31/2018	\$20000	Superintendent, Assistant Superintendents, Building Level Principals

## Comprehensive District Improvement Plan

Warren County

Early Release Day	The feasibility and community support for implementing student early release days as part of the district calendar will be investigated. Early release time would be used for intra- and inter-school professional learning community meetings as well as other required teacher training and events.	Policy and Process	12/19/2016	05/31/2018	\$0	District Calendar Committee
Custodial Contracting	The impact of changes to custodial contracting plans will be evaluated and updated as needed to improve building cleanliness and care.	Policy and Process	12/19/2016	05/31/2018	\$0	Director of Facilities and Chief Operations Officer
<b>Total</b>					<b>\$5271500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$4000	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$0	District and School Instructional Staff
<b>Total</b>					<b>\$1601500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$175000	District and School Instructional Staff



## Comprehensive District Improvement Plan

Warren County

EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$100000</b>	

### Warren Central 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$175000	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$0	District and School Instructional Staff
<b>Total</b>					<b>\$1601500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$500000	District and School Instructional Staff Area Technology Center Staff

## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/19/2016	05/31/2018	\$0	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					\$1713000	

### Rich Pond 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff

**Comprehensive District Improvement Plan**

Warren County

**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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$1713000</span>	

**Oakland 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$1713000</span>	

**Comprehensive District Improvement Plan**

Warren County

**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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

**Lost River 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

**Lighthouse Academy**

## Comprehensive District Improvement Plan

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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$40000	District and School Instructional Staff

## Comprehensive District Improvement Plan

Warren County

GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					\$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	12/19/2016	05/31/2018	\$0	District and School Instructional Staff
<b>Total</b>					\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					\$100000	

### 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$0	District and School Instructional Staff
<b>Total</b>					\$1601500	



# Comprehensive District Improvement Plan

Warren County

## 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

## 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/19/2016	05/31/2018	\$0	District and School Instructional Staff

**Comprehensive District Improvement Plan**

Warren County

**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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$1713000</span>	

**Bristow 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$1713000</span>	

# Comprehensive District Improvement Plan

Warren County

## 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

## Alvaton 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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

## **Phase II - 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	<a href="http://www.warrencountyschools.org">www.warrencountyschools.org</a>	

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

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

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

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

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

# Comprehensive District Improvement Plan

Warren County

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

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

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

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

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

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

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

# Comprehensive District Improvement Plan

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		



# Comprehensive District Improvement Plan

Warren County

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		

# Comprehensive District Improvement Plan

Warren County

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

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

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

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

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

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

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

# Comprehensive District Improvement Plan

Warren County

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

# **Phase II - 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:**

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:**

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	12/19/2016	05/31/2018	\$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	12/19/2016	05/31/2018	\$75000 - District Funding	District HR Department

**Goal 2:**

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

**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 43.1 to 52.5 for elementary; 45.4 to 55.5 for middle; and 33.8 to 55.6 for high schools by 05/31/2017 as measured by performance on the K-PREP assessment.

# Comprehensive District Improvement Plan

Warren County

## Strategy1:

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

Research Cited:

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/19/2016	05/31/2018	\$0 - No Funding Required	School Leadership

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	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.	Professional Learning	12/19/2016	05/31/2018	\$10000 - Title II Part A \$10000 - State Funds \$8000 - Title I Part A	District Instructional Department

Activity - Meeting the Needs of Diverse Learners	Activity Type	Begin Date	End Date	Funding Amount & Source	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.	Academic Support Program	12/19/2016	05/31/2018	\$180000 - Title III \$1000000 - Other \$69000 - State Funds	District and School Instructional Department

## Goal 3:

Warren County Public Schools will implement the Professional Growth and Effectiveness System for teachers and school leaders.

### Measurable Objective 1:

collaborate to implement all aspects of PGES to determine a baseline percentage of effective teachers and principals by 05/31/2016 as measured by teacher and principal evaluation records.

## Strategy1:

Build teacher and leader capacity to implement PGES - Training and coaching of staff

Category: Teacher PGES

Research Cited:

# Comprehensive District Improvement Plan

Warren County

Activity - Peer Observer Calibration/Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Certified staff will complete/maintain peer observer certifications as required in the TPGES process and Certified Evaluation Plan document.	Professional Learning	12/19/2016	05/31/2018	\$20000 - General Fund	Superintendent, Assistant Superintendents, Building Level Principals

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:**

Facilities and Maintenance - Tell Survey results indicate that 23% of WCPS teachers believe that the school environment is not clean or well maintained. Staff, fiscal, and time resources need to be allocated in creative ways to positively impact the perception of building cleanliness and care across the district.

Category: Human Capital Management

Research Cited:

Activity - Custodial Contracting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The impact of changes to custodial contracting plans will be evaluated and updated as needed to improve building cleanliness and care.	Policy and Process	01/03/2017	03/31/2017	\$0 - No Funding Required	Director of Facilities and Chief Operations Officer

**Strategy2:**

Planning and Collaboration - Tell Survey results indicated that 62% of WCPS teachers report spending between 1 and 5 hours of time each week in required committee and/or staff meetings. For comparison, the state average is 47% report spending between 1 and 5 hours in required committee and/or staff meetings. To increase effective collaboration and preserve staff satisfaction, new strategies for planning/collaboration need to be investigated and implemented.

Category: Human Capital Management

Research Cited:



# Comprehensive District Improvement Plan

Warren County

Activity - Early Release Day	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The feasibility and community support for implementing student early release days as part of the district calendar will be investigated. Early release time would be used for intra- and inter-school professional learning community meetings as well as other required teacher training and events.	Policy and Process	01/03/2017	03/31/2017	\$0 - No Funding Required	District Calendar Committee

# **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 2015 estimated the population for Warren County at just over 120,000.

Currently, the District consists of more than 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 2015-2016 District Report Card, the student population consists of the following: 70.9% White, 8.6% African Americans, 8.9% Hispanic, 6.7% Asian, 0.1% Alaska Native, 0.4% Native Hawaiian/Pacific Islander, and 4.4% two or more. Males make up 51.1% of the student population and females 48.9%. The District serves approximately 1731 students (11.9%) with special needs and 2,994 (20.6%) GT identified students.

Based on 2015-16 information, free lunch participants total 7,275 and reduced participants total 858. By combining these numbers, the results show that 55.9% of our students participate in the free/reduced program. There are sixteen 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 1800 students are eligible for and are receiving English Language Development (ELD) programs and services, just over 12% 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 50 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 more than 160%.

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. SY 2016-2017

more than 65 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.

There are 48 National Board Certified Teachers throughout the district. In addition, 54.1% percent of teachers have a Masters Degree, 31.8% have a Rank 1, and 0.9% hold a specialist or doctorate degree. The teaching staff is 79% female and 21% male. The average teaching experience of the staff is 14.3 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. In the summer of 2016, those same instructional leaders came together again to revise each of those common assessments. This work will continue every year.

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 with interpreting 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 each of the last three years.

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 three 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, North Warren 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; revising district-wide common assessments; improving our district 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,, 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. Throughout our changing community, these schools serve as a beacon of hope and promise for our students, their families, and our future. With the growth of international students to the region, approximately 20% of the district's students have been or are being served by the EL program of Warren County Schools. The richness and diversity that these students bring to Warren County Schools has been both challenging and inspiring. Our efforts to ensure that we are meeting the needs of our diverse students has led us to create programs which are a model for the rest of the state.

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.