



# **KDE Comprehensive Improvement Plan for Districts**

Warren County

303 Lovers Lane  
Bowling Green, KY 42102

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## **Introduction**

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

# **Executive Summary**

## **Introduction**

Every school system has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school system makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school system stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school system, and the kinds of programs and services that a school system implements to support student learning. <br><br> 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 2013 estimated the population for Warren County at just under 120,000.

Currently, the District consists of approximately 15,000 students. The Warren County Public School District is the fifth 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 2013-2014 District Report Card, the student population consists of the following: 73.0% White, 7.9% African Americans, 8.1% Hispanic, 6.1% Asian, 0.1% Alaska Native, 0.4% Native Hawaiian/Pacific Islander, and 4.3% two or more. Males make up 51.4% of the student population and females 48.6%. The District serves approximately 1865 students (12.5%) with special needs and 2,625 (17.6%) GT identified students.

Based on 2014-15 information, free lunch participants total 6,940 and reduced participants total 999. By combining these numbers, the results show that 53.3% of our students participate in the free/reduced program. There are eight schools that currently participate in the Community Eligibility Provision for free meals.

The Warren County Schools are becoming increasingly culturally and linguistically diverse, and 1450 students are currently classified as English Learners (ELs). For many years, Bowling Green/Warren County has been the 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 123%. These students have come to Warren County Schools from all over the world, including Mexico, Central and South America, Cuba, Bosnia, Burma, Central Africa, Bhutan, Jordan, Iraq and Saudi Arabia. Currently, over 50 different languages and dialects are being spoken by our students. Many of our EL students have had significant disruptions in schooling due to violence, natural disasters and/or other reasons related to accessibility. Multiple programs and a "newcomer" enrollment center (i.e., the GEO Center) have been established to address the needs of these students and their families. The District also serves a very transient population. It is not unusual for a school to withdraw and enroll a large number of students during the course of a school year (e.g., 145 withdrawn as compared to 134 enrolled in one school year for just one elementary school).

Warren County strives to ensure that students are taught by highly qualified educators following the criteria set by federal and state regulations. 99.6% of all classes taught in 2013-2014 school year were taught by teachers who were highly qualified in their content area. There are 42 National Board Certified Teachers throughout the district. In addition, 47.6% percent of teachers have a Masters Degree, 27.7% have a Rank 1, and 0.5% hold a specialist or doctorate degree. The teaching staff is 77.8% female and 22.2% male. The average teaching experience of the staff is 10.8 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. In the past three years, Warren County has opened one elementary school to help with this growth. Additional renovations to other 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 2014, district instructional leaders and teachers specializing in their content areas came together in an effort to finish the unpacking and prioritizing of Math and ELA standards. This group of individuals created a Wiki that includes not only the finalized, prioritized standards, but also unit maps, pacing guides, formative and summative assessments that are a reference for all Math and ELA teachers across the district. Our district is now extending this work to include the Next Generation Science Standards as well as the New National Core Art Standards for the areas of art, library media, music and physical education.

(Also, once scores are no longer embargoed, we will be able to include a lot of "notable achievements"!)

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

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

Based on Steven Covey's 7 Habits work, the Leader in Me has been instrumental in providing a program that applies life-long goals and strategies for students to use in problem solving, prioritizing, organizing, and accepting responsibility for their own achievements. The program also teaches students to realize that a balanced life involves taking care of yourself so that individual potential can be maximized. The Chamber of Commerce has partnered with Warren County Public Schools in pledging to provide \$1.6 million to fund this program for all schools. All Warren County schools participate in the Leader in Me and two schools, Briarwood Elementary and Natcher Elementary, have  
SY 2014-2015

already reached Lighthouse status with the Franklin-Covey organization.

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

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

## **Additional Information**

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

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

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

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

## **2014 CDIP Goals**

## **Overview**

### **Plan Name**

2014 CDIP Goals

### **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 graduation rate from 91.9% to 92.4% by 2015.	Objectives: 1 Strategies: 2 Activities: 5	Organizational	\$698000
3	Increase the percentage of students who are college and career ready from 36% to 68% by 2015.	Objectives: 1 Strategies: 4 Activities: 8	Organizational	\$1491500
4	Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.	Objectives: 1 Strategies: 5 Activities: 9	Organizational	\$1920000
5	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
6	Warren County Public Schools will increase the use of 21st Century Teaching and Learning Tools.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$10000
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.

This plan includes progress notes which are at the very end of this document

**Measurable Objective 1:**

collaborate to increase the overall reading and math percentages from 44.1 to 53.9 for elementary students by 05/31/2015 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:

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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$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:

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	12/20/2014	05/31/2017	\$270000	Other, Title I Part A, District Funding, Title III	District and School Instructional Staff



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Activity - Creative Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>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.</p> <p>Schools: Lost River Elementary, Briarwood Elementary School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Bristow Elementary, Richardsville Elementary, Oakland Elementary, Plano Elementary, Warren Elementary, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary</p>	Academic Support Program	12/20/2014	05/31/2017	\$40000	State Funds	District and School Instructional Staff

Activity - GT Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>GT funds will be used to enhance the GT programming in all elementary schools.</p> <p>Schools: Lost River Elementary, Briarwood Elementary School, Rich Pond Elementary, Cumberland Trace Elementary, North Warren Elementary, William H. Natcher Elementary, Bristow Elementary, Richardsville Elementary, Oakland Elementary, Plano Elementary, Warren Elementary, Jody Richards Elementary, Rockfield Elementary, Alvaton Elementary</p>	Academic Support Program	12/20/2014	05/31/2017	\$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
<p>Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.</p> <p>Schools: All Schools</p>	Professional Learning	12/20/2014	05/31/2017	\$20000	District Funding, Title II Part A	District Intervention Staff

## Measurable Objective 2:

collaborate to increase the overall reading and math percentages for middle schools from 48.8 to 59.1 by 05/31/2015 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:

Activity - Problem-Solving Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies in order to create flexible groups.</p> <p>Schools: All Schools</p>	Academic Support Program	12/20/2013	05/31/2017	\$25000	District Funding	District and School Instructional Staff

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Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs. Schools: All Schools	Academic Support Program	12/20/2014	05/31/2017	\$200000	Title I Part A	District and School Instructional Staff

## Strategy 2:

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

Category:

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	12/20/2014	05/31/2017	\$270000	Other, Title III, Title I Part A, District Funding	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	12/20/2014	05/31/2017	\$16000	Title III, Other	District Instructional Staff

## Measurable Objective 3:

collaborate to increase the overall reading and math percentages from 50.4 to 61.3 for high schools by 05/31/2015 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:

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	12/20/2014	05/31/2017	\$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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## KDE Comprehensive Improvement Plan for Districts

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Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs. Schools: All Schools	Academic Support Program	12/20/2014	05/31/2017	\$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:

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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$16000	Other, Title III	District Instructional Staff

## Goal 2: Increase the graduation rate from 91.9% to 92.4% by 2015.

This plan includes progress notes which are at the very end of this document

### Measurable Objective 1:

collaborate to increase the percentage of students graduating to 92.4 by 05/31/2015 as measured by 2015 graduation rate data.

### Strategy 1:

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

Category:

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	12/20/2014	05/31/2017	\$180000	Title I Part D, District Funding	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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## KDE Comprehensive Improvement Plan for Districts

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The district will continue to fund the Alternate to Suspension Program, Jackson Academy Middle, Jackson Academy High, and Lighthouse Academy to provide alternate avenues for student success.  Schools: All Schools	Other	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$68000	District Funding, Title I Part D	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	12/20/2014	05/29/2015	\$50000	Other	Student Assistance Coordinator

### Strategy 2:

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

Category:

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	12/20/2014	05/31/2017	\$100000	District Funding	District Instructional Staff

## Goal 3: Increase the percentage of students who are college and career ready from 36% to 68% by 2015.

This plan includes progress notes which are at the very end of this document

### Measurable Objective 1:

collaborate to ensure that 68% of our students are college and career ready by 05/31/2015 as measured by College and Career Readiness rates.

# KDE Comprehensive Improvement Plan for Districts

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## Strategy 1:

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

Category:

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	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$800000	School Council Funds, District Funding, 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:

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	12/20/2014	05/31/2015	\$11000	Perkins, Title I Part A, School Council Funds	District and School Instructional Staff

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## Strategy 3:

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

Category:

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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$0	No Funding Required	District and School Instructional Staff

## Strategy 4:

Post Secondary Opportunities - Post secondary opportunities will be expanded.

Category:

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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$4000	General Fund	School and District Leadership

## Goal 4: Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.

This plan includes progress notes which are at the very end of this document

### Measurable Objective 1:

collaborate to provide a climate/culture that enhances academic achievement by 05/31/2015 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:

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	12/20/2014	05/31/2017	\$1000	Title II Part A	District and School Instructional Staff

### Strategy 2:

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

Category:

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	12/20/2014	05/31/2017	\$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
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# KDE Comprehensive Improvement Plan for Districts

Warren County

Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families. Schools: All Schools	Parent Involvement	12/20/2014	05/31/2017	\$50000	Endowment Fund	District Covey Certified Trainers
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### Strategy 3:

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

Category:

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	12/20/2014	05/31/2017	\$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:

Activity - GEO Center	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families. Schools: All Schools	Parent Involvement	12/20/2014	05/31/2017	\$110000	Title III, District Funding, Other	District and School Instructional Staff

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	12/20/2014	05/31/2017	\$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 presence. Schools: All Schools	Community Engagement	12/20/2014	05/31/2017	\$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:

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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$75000	District Funding	District HR Department

**Goal 5: Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.**

This plan includes progress notes which are at the very end of this document

**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 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment.

**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:

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	12/20/2014	05/31/2017	\$2500	District Funding	District Instructional Department

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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	12/20/2014	05/31/2017	\$28000	State Funds, Title II Part A, 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	12/20/2014	05/31/2017	\$0	No Funding Required	School Leadership
Activity - Tiered Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be provided researched-based tiered interventions.  Schools: All Schools	Academic Support Program	12/20/2014	05/31/2017	\$610000	School Council Funds, Title I Part A, State Funds, Other, District Funding	District and School Instructional Staff
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	12/20/2014	05/31/2017	\$1249000	Other, State Funds, Title III	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	12/20/2014	05/31/2017	\$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.

## KDE Comprehensive Improvement Plan for Districts

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### 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 implement and 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	08/08/2013	05/31/2017	\$4000	District Funding	District and School Instructional Staff

### Measurable Objective 3:

collaborate to ensure that all teachers are highly qualified in their areas of instruction by 05/31/2015 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:

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	12/20/2014	05/31/2017	\$40000	Title I Part A, Title II Part A	District and School Instructional Staff

## Goal 6: Warren County Public Schools will increase the use of 21st Century Teaching and Learning Tools.

This plan includes progress notes which are at the very end of this document

### Measurable Objective 1:

collaborate to provide teachers and students access to technology-based, 21st Century teaching and learning tools by 05/29/2015 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:

## KDE Comprehensive Improvement Plan for Districts

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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	12/20/2014	05/29/2015	\$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	12/20/2014	05/29/2015	\$5000	General Fund	District and School Instructional Staff
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	12/20/2014	05/29/2015	\$5000	Other	District and School Instructional Staff

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

This plan includes progress notes which are at the very end of this document

### Measurable Objective 1:

collaborate to implement all aspects of PGES to determine a baseline percentage of effective teachers and principals by 05/31/2015 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	12/20/2014	05/30/2017	\$0	No Funding Required	Building level principals and leadership.

# KDE Comprehensive Improvement Plan for Districts

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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	12/20/2014	05/30/2017	\$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	12/20/2014	05/30/2017	\$20000	General Fund	Superintendent, Assistant Superintendents, Building Level Principals

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title III

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$1000	District Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/20/2014	05/31/2017	\$180000	District and School Instructional Department
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$180000	District and School Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/20/2014	05/31/2017	\$70000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/20/2014	05/31/2017	\$1500	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$1000	District Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$180000	District and Instructional Staff
<b>Total</b>					<b>\$793500</b>	

# KDE Comprehensive Improvement Plan for Districts

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## 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	12/20/2014	05/31/2017	\$5000	District and School Instructional Staff
<b>Total</b>					\$5000	

## Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$15000	District Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/20/2014	05/31/2017	\$300000	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	12/20/2014	05/31/2017	\$20000	District and School Instructional Staff
Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/20/2014	05/29/2015	\$50000	Student Assistance Coordinator
Technology Access	Teachers and students will be provided access to communication and collaboration technologies that support effective teaching and learning.	Technology	12/20/2014	05/29/2015	\$5000	District and School Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/20/2014	05/31/2017	\$1000000	District and School Instructional Department

## KDE Comprehensive Improvement Plan for Districts

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Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$15000	District Instructional Staff
<b>Total</b>					<b>\$1525000</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	12/20/2014	05/29/2015	\$500	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$1000	District and School Instructional Staff
<b>Total</b>					<b>\$1500</b>	

### 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	12/20/2014	05/31/2017	\$5000	District and School Instructional Staff
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/20/2014	05/31/2015	\$50000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$5000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/20/2014	05/31/2017	\$5000	District and School Instructional Staff
<b>Total</b>					<b>\$65000</b>	



# KDE Comprehensive Improvement Plan for Districts

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## 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	12/20/2014	05/31/2017	\$5000	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	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$500000	District and School Instructional Staff Area Technology Center 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	12/20/2014	05/31/2017	\$10000	District Instructional Department
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	12/20/2014	05/31/2015	\$250000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$69000	District and School Instructional Department
<b>Total</b>					<b>\$943000</b>	

## General Fund

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

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Post Secondary Transition Support	Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$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	12/20/2014	05/30/2017	\$2000	Superintendent, Assistant Superintendents, and Instructional Department
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	12/20/2014	05/29/2015	\$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	12/20/2014	05/30/2017	\$20000	Superintendent, Assistant Superintendents, Building Level Principals
<b>Total</b>					<b>\$31000</b>	

### 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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2015	\$50000	Director of Student Assistance District Instructional Staff
<b>Total</b>					<b>\$200000</b>	

### 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	12/20/2014	05/29/2015	\$1000	District and School Instructional Staff
<b>Total</b>					<b>\$1000</b>	

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## 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	12/20/2014	05/31/2017	\$50000	District Covey Certified Trainers
Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
<b>Total</b>					<b>\$1650000</b>	

## Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/20/2014	05/31/2017	\$8000	District Instructional Department
Intervention Strategies	Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/20/2014	05/31/2017	\$15000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/20/2014	05/31/2017	\$100000	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	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff

## KDE Comprehensive Improvement Plan for Districts

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Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and Instructional Staff
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$5000	District and School Instructional Staff
<b>Total</b>					<b>\$823000</b>	

### District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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	12/20/2014	05/31/2017	\$25000	District and School Instructional Department
Web Site	The district and schools will maintain an up-to-date web site presence.	Community Engagement	12/20/2014	05/31/2017	\$50000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and 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	12/20/2014	05/31/2017	\$25000	District and School 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	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/20/2014	05/31/2017	\$5000	District and School Instructional Staff State and National Experts

# KDE Comprehensive Improvement Plan for Districts

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Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/20/2014	05/31/2017	\$30000	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	12/20/2014	05/31/2015	\$18000	Director of Student Assistance District 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	12/20/2013	05/31/2017	\$25000	District and School Instructional Staff
Technology Access	The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program	12/20/2014	05/31/2015	\$500000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	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	12/20/2014	05/31/2017	\$100000	District Instructional Staff
Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/20/2014	05/31/2017	\$2500	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	12/20/2014	05/31/2017	\$20000	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, and Lighthouse Academy to provide alternate avenues for student success.	Other	12/20/2014	05/31/2015	\$300000	District Admission and Review Committee

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Equitable Staffing	The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/20/2014	05/31/2017	\$75000	District HR Department
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/20/2014	05/31/2017	\$15000	District Intervention Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/20/2014	05/31/2017	\$2500	District Instructional Department
<b>Total</b>					\$1497000	

## Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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	12/20/2014	05/31/2015	\$175000	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	12/20/2014	05/31/2017	\$5000	District and School Instructional Department
HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/20/2014	05/31/2017	\$20000	District and School Instructional Staff
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/20/2014	05/31/2017	\$5000	District Intervention 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	12/20/2014	05/31/2017	\$10000	District Instructional Department
PBIS Implementation	Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program	12/20/2014	05/31/2017	\$1000	District and School Instructional Staff
<b>Total</b>					\$216000	

## No Funding Required

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

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Dual Credit and AP	District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program	12/20/2014	05/31/2015	\$0	District Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$0	District and School Instructional Staff
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	12/20/2014	05/30/2017	\$0	Building level principals and leadership.
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/20/2014	05/31/2017	\$0	School Leadership
Technology Plan	The individual school and district technology plans will be updated to reflect current needs/trends in the area of educational technology.	Technology	12/20/2014	05/29/2015	\$0	District and School Instructional Staff
<b>Total</b>					<b>\$0</b>	

## Progress Notes

Type	Name	Status	Comments	Created On	Created By
Goal	Increase the averaged combined reading and math percent proficient/distinguished for all students on the K-Prep assessment.		Goal has been updated based on current data for 2014 K-Prep	December 15, 2014	Mr. Jason C Kupchella
Goal	Increase the averaged combined reading and math percent proficient/distinguished for all students on the K-Prep assessment.		Work continues throughout the District to address the gaps in our subpopulations.	September 26, 2013	Ms. Debbie J Richey
Objective	collaborate to increase the overall reading and math percentages from 44.1 to 53.9 for elementary students by 05/31/2015 as measured by performance on the K-Prep Assessment..	Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 59.7 for elementary school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Objective	collaborate to increase the overall reading and math percentages from 44.1 to 53.9 for elementary students by 05/31/2015 as measured by performance on the K-Prep Assessment..	Not Met	Growth was noted in LEP students (2.0); F/R (2.0); Disability with IEP (.2).	September 26, 2013	Ms. Debbie J Richey
Objective	collaborate to increase the overall reading and math percentages from 50.4 to 61.3 for high schools by 05/31/2015 as measured by performance on the K-Prep State Assessment. .	Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 66.1 for high school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Objective	collaborate to increase the overall reading and math percentages from 50.4 to 61.3 for high schools by 05/31/2015 as measured by performance on the K-Prep State Assessment. .	Not Met	Growth noted in F/R students (1.1) and Disability with IEP's (8.7). Decrease noted in the performance of African-American students.	September 26, 2013	Ms. Debbie J Richey



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Objective	collaborate to increase the overall reading and math percentages for middle schools from 48.8 to 59.1 by 05/31/2015 as measured by performance on the K-Prep State Assessment.	Not Met	Collaboration to increase the overall reading and math percentages from 44.1 to 64.2 for middle school students by 05/31/2015 as measured by performance on the K- Prep Assessment is ongoing. Goal will continue to be updated based on data for K-Prep delivery targets. Work also continues throughout the District to address the gaps in our subpopulations.	September 26, 2014	Robert Forsythe
Objective	collaborate to increase the overall reading and math percentages for middle schools from 48.8 to 59.1 by 05/31/2015 as measured by performance on the K-Prep State Assessment.	Not Met	Decreases in all subpopulation scores show that more intentional work needs to be done to meet the individualized learning needs of the students in these subpopulations.	September 26, 2013	Ms. Debbie J Richey
Strategy	Core Instruction - Elementary		Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
Strategy	Core Instruction - Elementary		Standards alignment is complete in the areas of Language Arts & Math. Science will be done during the 2013-2014 school year.	September 26, 2013	Ms. Debbie J Richey
Strategy	Tiered Interventions Middle		Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
Strategy	Tiered Interventions Middle		Placement of students in intervention groups must be intentional and data driven.	September 26, 2013	Ms. Debbie J Richey
Strategy	Tiered Interventions Elementary		Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
Strategy	Tiered Interventions Elementary		Tiered Interventions continue to be strengthened and improved across District.	September 26, 2013	Ms. Debbie J Richey
Strategy	Tiered Interventions High		Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams at the high school level.	September 26, 2014	Robert Forsythe
Strategy	Tiered Interventions High		Interventions must be intentional and student specific.	September 26, 2013	Ms. Debbie J Richey
Strategy	Core Instruction - Middle		Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
Strategy	Core Instruction - Middle		Emphasis must be placed on differentiated instruction to meet the needs of all students.	September 26, 2013	Ms. Debbie J Richey
Strategy	Core Instruction - High		Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district. Science standards alignment is continuing during the 2014-2015 school year.	September 26, 2014	Robert Forsythe
Strategy	Core Instruction - High		Core curriculum must be followed and differentiation provided for each student.	September 26, 2013	Ms. Debbie J Richey

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Activity	Intervention Strategies	In Progress	Training has been provided on the use of the Interventions tab within Infinite Campus and transition courses for students who are not currently meeting EPAS benchmarks.	April 07, 2014	Robert Forsythe
Activity	Intervention Strategies	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Intervention Strategies	In Progress	District Rtl Director, school interventionists, curriculum coordinators, district reading/math coaches are continuing to provided assistance to schools in the areas of differentiation training, intervention program training (i.e. LLI, Lexia, Imagine Learning, Read180, Do the Math, etc.). Problem solving teams meet at least quarterly to utilize STAR data along with formative assessments to analyze individual student progress and adjust instruction accordingly. In addition, an alternate school PLC for staff has been implemented to improve instruction.	April 07, 2014	Robert Forsythe
Activity	Intervention Strategies	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Instructional Planning	In Progress	This is an area of growth for all schools to ensure that all teachers are utilizing the core standards for instruction in reading and math.	April 07, 2014	Robert Forsythe
Activity	Instructional Planning	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Literacy Across All Content Areas	In Progress	GRREC continues to provide in-district training for literacy strategies for learning across the content at the middle school level.	September 26, 2014	Robert Forsythe
Activity	Literacy Across All Content Areas	In Progress	GRREC is being utilized to provide some in-district training for literacy strategies for learning across the content.	April 07, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall 2013) to 71% (fall 2014) of students scoring at or above the 40th percentile in math. STAR data shows an decrease from 63% (fall 2013) to 57% (fall 2014) of students scoring at or above the 40th percentile in reading.	September 26, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall) to 78% (winter) of students scoring at or above the 40th percentile in math. STAR data shows an increase from 63% (fall) to 69% (winter) of students scoring at or above the 40th percentile in reading.	April 07, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Intervention Strategies	In Progress	District Rtl Director, school interventionists, curriculum coordinators, district reading/math coaches are continuing to provided assistance to schools in the areas of differentiation training, intervention program training (i.e. LLI, Lexia, Imagine Learning, Read180, Do the Math, etc.). Problem solving teams meet at least quarterly to utilize STAR data along with formative assessments to analyze individual student progress and adjust instruction accordingly. In addition, an alternate school PLC for staff has been implemented to improve instruction.	April 07, 2014	Robert Forsythe
Activity	Intervention Strategies	In Progress		September 26, 2013	Ms. Debbie J Richey

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Activity	Creative Curriculum	Completed	All preschool teachers were trained prior to the beginning of the 2013-2014 school year.	December 04, 2013	Robert Forsythe
Activity	Creative Curriculum	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Problem-Solving Teams	In Progress	Data walls to monitor multiple data points and student achievement are being used. High school intervention teachers are in the process of forming school based problem solving teams as needed.	April 07, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Problem-Solving Teams	In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall 2013) to 71% (fall 2014) of students scoring at or above the 40th percentile in math. STAR data shows an decrease from 63% (fall 2013) to 57% (fall 2014) of students scoring at or above the 40th percentile in reading.	September 26, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress	School meetings continue to take place to analyze multiple data points to determine student needs. STAR data shows an increase from 68% (fall) to 78% (winter) of students scoring at or above the 40th percentile in math. STAR data shows an increase from 63% (fall) to 69% (winter) of students scoring at or above the 40th percentile in reading.	April 07, 2014	Robert Forsythe
Activity	Problem-Solving Teams	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Instructional Planning	In Progress	Pacing guides are available for teachers to use. Data walls are being used to drive instruction with continued improvement on going. The development of school based problem solving teams is ongoing.	April 07, 2014	Robert Forsythe
Activity	Instructional Planning	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Instructional Planning	In Progress	This is an area of growth for all schools to ensure that all teachers are utilizing the core standards for instruction in reading and math.	April 07, 2014	Robert Forsythe
Activity	Instructional Planning	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	GT Instruction	In Progress	All elementary schools have been allocated GT funds for use in GT instruction.	April 07, 2014	Robert Forsythe
Activity	GT Instruction	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Literacy Across All Content Areas	In Progress	GRREC continues to provide in-district training for literacy strategies for learning across the content.	September 26, 2014	Robert Forsythe
Activity	Literacy Across All Content Areas	In Progress	GRREC is being utilized to provide some in-district training for literacy strategies for learning across the content.	April 07, 2014	Robert Forsythe
Activity	Math Training Opportunities	In Progress	Additional District Math Coach has been employed by the district to provide training and support to teachers.	September 26, 2014	Robert Forsythe
Activity	Math Training Opportunities	In Progress	District math coach works daily with individuals and groups of teachers to provide research-based instructional strategies to strengthen math instruction. Additional PD opportunities continue to be scheduled.	April 07, 2014	Robert Forsythe

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Activity	Math Training Opportunities	In Progress	District math coach works daily with individuals and groups of teachers to provide research-based instructional strategies to strengthen math instruction. Additional PD opportunities continue to be scheduled.	April 07, 2014	Robert Forsythe
Goal	Increase the graduation rate from 91.9% to 92.4% by 2015.		Hight School graduation rate has increased to 91.9% based on the most recent state report.	September 26, 2014	Robert Forsythe
Goal	Increase the graduation rate from 91.9% to 92.4% by 2015.		Updated!	September 26, 2013	Ms. Debbie J Richey
Objective	collaborate to increase the percentage of students graduating to 92.4 by 05/31/2015 as measured by 2015 graduation rate data.	Not Met	Growth noted (1.1)	September 26, 2013	Ms. Debbie J Richey
Strategy	Credit Recovery		Students continue to have multiple opportunities to recover credits at the high school level, including APEX computer based courses, summer school, and high school specific options.	September 26, 2014	Robert Forsythe
Strategy	Credit Recovery		Students continue to have opportunities to recover credits.	September 26, 2013	Ms. Debbie J Richey
Strategy	Drop Out Prevention		Dropout Prevention Specialist continues to be employed by the district to help decrease the number of dropouts.	September 26, 2014	Robert Forsythe
Strategy	Drop Out Prevention		Dropout Prevention Specialist hired to help decrease the number of dropouts.	September 26, 2013	Ms. Debbie J Richey
Activity	Attendance Support	In Progress	Truancy prevention employees continue to be employed by the district to improve student attendance rates.	September 26, 2014	Robert Forsythe
Activity	Attendance Support	In Progress	An additional truancy prevention employee has been employed by the district.	April 07, 2014	Robert Forsythe
Activity	Alternate School Programs	In Progress	Financial support allowed for the purchase of additional computers, calculators, books, and other resources to serve the students assigned.	April 07, 2014	Robert Forsythe
Activity	Alternate School Programs	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Drop Out Prevention Tools	In Progress	Tools are being utilized by the drop out prevention coordinator to decrease the number of drop outs.	September 26, 2014	Robert Forsythe
Activity	Drop Out Prevention Tools	In Progress	Tools are being utilized by the drop out prevention coordinator to decrease the number of drop outs. Initial data indicates a decrease in the number of drop outs for the 2013-2014 school year.	April 07, 2014	Robert Forsythe
Activity	Drop Out Prevention Tools	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Credit Recovery Options	In Progress	Individualized student needs are the focus for creating schedules that will assist students in completion of credits.	April 07, 2014	Robert Forsythe
Activity	Credit Recovery Options	In Progress		September 26, 2013	Ms. Debbie J Richey
Activity	Student Assistance Program	In Progress	Data concerning drop outs for the 2013-2014 school year shows a decrease in the number of drop outs as compared to prior years.	April 07, 2014	Robert Forsythe

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Activity	Student Assistance Program	In Progress		September 26, 2013	Ms. Debbie J Richey
Objective	collaborate to ensure that 68% of our students are college and career ready by 05/31/2015 as measured by College and Career Readiness rates.	Met	The college and career level for 2012-13 was 56.6. WCPS has met the goal for the 2011-12, 2012-13, and 2013-14 school years. The goal for 2014-15 is 68.0. Progress is being made to reach the 2015 goal.	December 15, 2014	Mr. Jason C Kupchella
Objective	collaborate to ensure that 68% of our students are college and career ready by 05/31/2015 as measured by College and Career Readiness rates.	Met	Goal for 2012-2013 was 55.2. The College and Career level for WCPS was 56.6. Progress is being made to reach the 2014 goal.	September 27, 2013	Ms. Debbie J Richey
Strategy	EPAS Interventions		Interventionists continue to be employed by the district and are assigned to work with students in helping them to meet benchmarks.	September 26, 2014	Robert Forsythe
Strategy	EPAS Interventions		Interventionists continue to work with students in helping them to meet benchmarks.	September 27, 2013	Ms. Debbie J Richey
Strategy	Post Secondary Opportunities		Various opportunities exist for students to experience post-secondary courses. WCPS will continue to be offer such courses as AP, dual-credit, and distance learning.	December 15, 2014	Mr. Jason C Kupchella
Strategy	Post Secondary Opportunities		Various opportunities exist for students to experience post-secondary courses.	September 27, 2013	Ms. Debbie J Richey
Strategy	Family and Community Events		Schools continue to involve the parents as they prepare students to be college and career ready graduates.	September 26, 2014	Robert Forsythe
Strategy	Family and Community Events		Schools continue to involve the parents as the prepare them to be college and career ready.	September 27, 2013	Ms. Debbie J Richey
Strategy	CTE Course Offering		Support for this goal is on-going at the school and district level. Emphasis continues to be placed on the value added to CTE options by the Area Technology Center.	September 26, 2014	Robert Forsythe
Strategy	CTE Course Offering		Support for this goal is on-going.	September 27, 2013	Ms. Debbie J Richey
Activity	Area Technology Center	In Progress	Collaboration with ATC leadership and staff continues to increase. This has resulted in changes to course offerings, processes, and an increased willingness to work with individual schools to meet student needs.	September 26, 2014	Robert Forsythe
Activity	Area Technology Center	In Progress	With new administration at the ATC, an increase in offerings and a willingness to work with individual school and student needs has been observed.	April 07, 2014	Robert Forsythe
Activity	Area Technology Center	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Events	In Progress	Documentation shows that there has been an increase in the number of parent/community activities offered. In addition, all schools have increased the awareness of students being college and/or career ready and what must be done to accomplish this task.	April 07, 2014	Robert Forsythe

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Activity	Events	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Dual Credit and AP	In Progress	Dual credit opportunities continue to increase at all high schools. AP courses are also offered at all high schools.	April 07, 2014	Robert Forsythe
Activity	Dual Credit and AP	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Post Secondary Transition Support	In Progress	Counselors continue to coordinate activities for parents and students to facilitate a successful transition to post secondary endeavors.	April 07, 2014	Robert Forsythe
Activity	Career Pathway Alignment	In Progress	Schools and counselors are planning course offerings to help students achieve college and/or career readiness.	April 07, 2014	Robert Forsythe
Activity	Career Pathway Alignment	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	EPAS Support	In Progress	All schools provide scrimmage practice tests to familiarize students with EPAS.	April 07, 2014	Robert Forsythe
Activity	EPAS Support	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Technology Access	In Progress	Leadership is evaluating a systemic procedure to provide additional funding for technology purchases and ongoing maintenance.	September 26, 2014	Robert Forsythe
Activity	Technology Access	In Progress	Additional 21st century learning tools, equipment, and resources have been purchased to assist in meeting the needs of students.	April 07, 2014	Robert Forsythe
Activity	Technology Access	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Intervention Teachers	In Progress	Interventionists continue to analyze varied data points and provide interventions as needed for individual students.	September 26, 2014	Robert Forsythe
Activity	Intervention Teachers	In Progress	Interventionists are in place at each school to analyze varied data points and provide interventions as needed for individual students.	April 07, 2014	Robert Forsythe
Activity	Intervention Teachers	In Progress		September 27, 2013	Ms. Debbie J Richey
Goal	Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.		The use of PBIS continues to be an important part of the climate and culture of each Warren County School. PBIS teams continue to meet on a regular basis at the school and district level to refine the implementation of PBIS.	September 26, 2014	Robert Forsythe
Goal	Students in Warren County Public Schools will have the opportunity to be served in a school that has a positive, safe, collaborative learning environment.		PBIS continues to be a very important part of the climate and culture of each Warren County School.	September 27, 2013	Ms. Debbie J Richey

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Objective	collaborate to provide a climate/culture that enhances academic achievement by 05/31/2015 as measured by increased student achievement, community involvement, surveys, and other collected data.	Met		September 27, 2013	Ms. Debbie J Richey
Strategy	Leader In Me		Schools continue to implement the Leader In Me Program. Briarwood Elementary and Natcher Elementary schools have achieved Lighthouse Status. As of September 2014, these are the only two Lighthouse Status schools in Kentucky.	September 26, 2014	Robert Forsythe
Strategy	Leader In Me		Schools continue to implement the Leader In Me Program with some schools working for Lighthouse Status.	September 27, 2013	Ms. Debbie J Richey
Strategy	Customer Service		Emphasis continue to be placed on the importance of customer service in all our buildings. Trainings are planned for school front office staff and other leadership to ensure that all staff are adequately trained on effective customer service procedures.	September 26, 2014	Robert Forsythe
Strategy	Customer Service		Emphasis continue to be placed on the importance of customer service in all our buildings.	September 27, 2013	Ms. Debbie J Richey
Strategy	PBIS		Continue to emphasize the importance of PBIS in all schools.	September 27, 2013	Ms. Debbie J Richey
Strategy	Family and Community Events		Family and community events continue to be an important strategy for meeting this goal. As of September 2014 several events have been held and others are scheduled throughout the school year.	September 26, 2014	Robert Forsythe
Strategy	Family and Community Events		An increase in Family and Community Events has been noted with Leader In Me Programs, Reading Nights, Math Nights, Technology Nights, etc.	September 27, 2013	Ms. Debbie J Richey
Strategy	Responsiveness to Diversity		With the increased enrollment of the refugees in our area, continued support and programming will be strengthened by our GEO Center and our schools to respond and help our diverse population.	September 27, 2013	Ms. Debbie J Richey
Activity	Leader In Me Training	In Progress	All school trainings are on schedule as planned.	April 07, 2014	Robert Forsythe
Activity	Leader In Me Training	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	PBIS Implementation	In Progress	All schools have been trained on Tier 1 and Tier 2 team implementation. Entry of SWIS data continues to be an area that needs improvement.	April 07, 2014	Robert Forsythe
Activity	PBIS Implementation	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Equitable Staffing	In Progress	The district continues to employ a teacher recruiter, but securing a diverse employee base continues to be an area that needs improvement.	September 26, 2014	Robert Forsythe
Activity	Equitable Staffing	In Progress	The district continues to employ a recruiter, but securing a diverse employee base continues to be an area that needs improvement.	April 07, 2014	Robert Forsythe
Activity	Equitable Staffing	In Progress		September 27, 2013	Ms. Debbie J Richey

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Activity	Communication	In Progress	District administrators and school administrators continue to improve opportunities for communicating with parents and other stakeholders using multiple languages. There continues to be many barriers to effective communication including financial and personnel resources. In addition, many state and federal forms are not available in multiple languages.	April 07, 2014	Robert Forsythe
Activity	Communication	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Seven Habits of Successful Families	In Progress	Rockfield and Briarwood have held parent training night event. Oakland and Warren Elementary parent nights have been scheduled. Other schools have inquired about the program specifics and dates.	April 07, 2014	Robert Forsythe
Activity	Web Site	In Progress	The web site continues to be updated. The centralized use of the website/content management system as a resource for instruction is an ongoing goal of the district. Day to day operations of the web site has been assigned to the Technology Department for the 2014-2015 school year.	September 26, 2014	Robert Forsythe
Activity	Web Site	In Progress	The web site continues to be updated. The centralized use of the website as a resource for instruction is an area of growth.	April 07, 2014	Robert Forsythe
Activity	Web Site	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Events	In Progress	Documentation shows that an increase in parent and community activities are being held across all grade levels.	April 07, 2014	Robert Forsythe
Activity	Events	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	GEO Center	In Progress	GEO Center procedures have been re-worked to ensure that information about incoming students gets to schools in a more timely manner. In addition a Migrant Recruiter position has been added to the GEO Center staff. As of December 2014, the GEO Center has processed 310 enrollments for the 2014-2015 school year.	December 15, 2014	Mr. Jason C Kupchella
Activity	GEO Center	In Progress	GEO Center procedures have been re-worked to ensure that information about incoming students gets to school in a more timely manner. GEO Center is up to 360 enrollments for the year, as of 3/31/14	April 07, 2014	Mr. Skip Cleavinger
Activity	GEO Center	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Staff Development	In Progress	EL Programs staff conduct periodic training with school faculty and administration on topics relating to effective instruction and assessment of ELs (Literacy instruction, supports and scaffolds, interpreting test scores, etc.)  Sheltered Instruction Observation Protocol (SIOP) training has been provided to 4 school teams, and a district team will be trained later this year to begin roll out to other schools.	April 07, 2014	Mr. Skip Cleavinger
Activity	Staff Development	In Progress		September 27, 2013	Ms. Debbie J Richey



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Goal	Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.		Teachers, school leadership, and district leadership will continue to collaborate in order to increase the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment.	September 26, 2014	Robert Forsythe
Goal	Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.		Updated CDIP based on current data.	September 27, 2013	Ms. Debbie J Richey
Goal	Increase the percentage of proficient and distinguished combined reading and math scores for all students in the non-duplicated gap group.		Data from 2013 K-PREP shows a increase at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey
Objective	collaborate to increase the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment.	Not Met	The goal for the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment has been updated.	September 26, 2014	Robert Forsythe
Objective	collaborate to increase the percent of proficient/distinguished combined reading and math scores for all students in the non-duplicated gap group from 30.6 to 50.1 for elementary; 33.2 to 54.1 for middle; and 37.2 to 55.7 for high schools by 05/31/2015 as measured by performance on the K-PREP assessment.	Not Met	Progress is being made at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey
Objective	collaborate to ensure that all teachers are highly qualified in their areas of instruction by 05/31/2015 as measured by percent of highly qualified teachers employed by the district.	Not Met	Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	September 26, 2014	Robert Forsythe

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Objective	collaborate to ensure that all teachers are highly qualified in their areas of instruction by 05/31/2015 as measured by percent of highly qualified teachers employed by the district.	Not Met	Percentage of highly qualified teachers have increased.	September 27, 2013	Ms. Debbie J Richey
Objective	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.	Not Met	Implementation of standards based report card will be monitored.	September 27, 2013	Ms. Debbie J Richey
Objective	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.	Met	Progress Report will be implemented during the Fall, 2013.	September 27, 2013	Ms. Debbie J Richey
Strategy	Standards Based Report Card		This strategy has been completed.	September 26, 2014	Robert Forsythe
Strategy	Standards Based Report Card		Progress Report will be in place in Fall, 2013.	September 27, 2013	Ms. Debbie J Richey
Strategy	Reaching Language Arts and Math Proficiency		Progress is being made at the elementary and high school levels.	September 27, 2013	Ms. Debbie J Richey
Strategy	Highly Qualified		The HQ report for 2014 shows HQ status to be at 99.6%. Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	April 07, 2014	Ms. Debbie J Richey
Strategy	Highly Qualified		Percentages continue to increase.	September 27, 2013	Ms. Debbie J Richey
Activity	HQ Professional Development	In Progress	Teachers not demonstrating HQ status continue to update and work toward HQ status using PRAXIS, college courses, and/or HOUSSE documentation.	April 07, 2014	Robert Forsythe
Activity	HQ Professional Development	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Literacy Plans	In Progress	The work on literacy plans is ongoing and will be a priority for the 2014-2015 school year.	April 07, 2014	Robert Forsythe
Activity	Literacy Plans	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Professional Development	In Progress	Opportunities for teacher professional development is continuing to be provided at the local, regional, state, and national level. Training in effective PLC implementation and implementation of new science standards continue to be areas of need and focus.	September 26, 2014	Robert Forsythe

# KDE Comprehensive Improvement Plan for Districts

Warren County

Activity	Professional Development	In Progress	Opportunities for teacher professional development is continuing to be provided at the local, regional, state, and national level. Training in effective PLC implementation continues to be a primary area of focus as new teachers come into the district.	April 07, 2014	Robert Forsythe
Activity	Professional Development	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Primary Standards Based Report Card	Completed		September 27, 2013	Ms. Debbie J Richey
Activity	Professional Learning Communities	In Progress	While many schools are making very intentional data driven instructional decision, this continues to be an area of growth for schools across the district.	April 07, 2014	Robert Forsythe
Activity	Professional Learning Communities	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Curriculum Alignment	Completed	Standards alignment is complete in the areas of Language Arts & Math and common assessments are in place for teachers to use across the district.	September 26, 2014	Robert Forsythe
Activity	Curriculum Alignment	In Progress	Meetings are being scheduled for the summer of 2014 to complete this process.	April 07, 2014	Robert Forsythe
Activity	Curriculum Alignment	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Tiered Interventions	In Progress	Tiered Interventions continue to be strengthened and improved across District by the use of Rtl teams and additional math software (Dreambox Learning) purchases.	September 26, 2014	Robert Forsythe
Activity	Tiered Interventions	In Progress	Evidence supports good implementation at the elementary level, progress at the middle school level is gaining momentum, but significant work continues to be needed for the high schools.	April 07, 2014	Robert Forsythe
Activity	Tiered Interventions	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Meeting the Needs of Diverse Learners	In Progress	Growth Reports have been purchased which will yield language proficiency growth data over time. Staffing has been adjusted in order to meet growth trends at certain schools. Numerous grants are being developed to provide differentiated support for ELs, Gifted and at-risk learners.	September 26, 2014	Robert Forsythe
Activity	Meeting the Needs of Diverse Learners	In Progress	Four school teams received 3 one day training experiences in the principles of the Sheltered Instruction Observation Protocol (SIOP). SIOP is used to assist teachers in targeting language objectives in conjunction with content objectives. A district team went to data training in March. Objective was to use WIDA ACCESS test data to determine trends at individual schools and identify training needs. Growth Reports have been purchased which will yield language proficiency growth data over time. Staffing has been adjusted in order to meet growth trends at certain schools. Numerous grants are being developed to provide differentiated support for ELs, Gifted and at-risk learners.	April 07, 2014	Mr. Skip Cleavinger
Activity	Meeting the Needs of Diverse Learners	In Progress		September 27, 2013	Ms. Debbie J Richey

# KDE Comprehensive Improvement Plan for Districts

Warren County

Goal	Warren County Public Schools will increase the use of 21st Century Teaching and Learning Tools.		This goal continues to be a priority for our District.	September 27, 2013	Ms. Debbie J Richey
Objective	collaborate to provide teachers and students access to technology-based, 21st Century teaching and learning tools by 05/29/2015 as measured by teacher and student surveys, inventory reports, walk through observations, and purchasing records.	Not Met	This is an on-going goal for our District with specific emphasis being placed on the use of a BYOD approach to student technology access.	September 26, 2014	Robert Forsythe
Objective	collaborate to provide teachers and students access to technology-based, 21st Century teaching and learning tools by 05/29/2015 as measured by teacher and student surveys, inventory reports, walk through observations, and purchasing records.	Not Met	This is an on-going goal for our District.	September 27, 2013	Ms. Debbie J Richey
Strategy	Technology Support		WCPS will continue to strengthen our 21st Century Teaching and Learning Tools.	September 27, 2013	Ms. Debbie J Richey
Activity	Technology Plan	Completed	The Technology Plan development process is under review by the Kentucky Department of Education. District plans will be updated to meet the new KDE requirements.	September 26, 2014	Robert Forsythe
Activity	Technology Plan	Completed	The school and district technology plans have been updated to reflect anticipated needs for the 2014-2015 school year.	April 07, 2014	Robert Forsythe
Activity	Technology Plan	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Technology Training	In Progress	Professional development and trainings offerings continue to be scheduled for teachers and staff.	April 07, 2014	Robert Forsythe
Activity	Technology Training	In Progress		September 27, 2013	Ms. Debbie J Richey
Activity	Technology Access	In Progress	Implementation of Google Apps for Education as an online collaboration space is complete across the district.	September 26, 2014	Robert Forsythe
Activity	Technology Access	In Progress	Changes to the funding mechanism associated with the federal ERate program have the potential to impact the process by which the district provides access to communication and collaboration technologies that support the work of staff and students.	September 26, 2014	Robert Forsythe
Activity	Technology Access	In Progress	The district continues to provide access to communication and collaboration technologies that support the work of staff and students.	April 07, 2014	Robert Forsythe
Activity	Technology Access	In Progress		September 27, 2013	Ms. Debbie J Richey

**KDE Comprehensive Improvement Plan for Districts**

Warren County

Goal	Warren County Public Schools will implement the Professional Growth and Effectiveness System for teachers and school leaders.		Initial training and implementation of PGES along with revision of the Certified Evaluation Plan is complete. First year implementation will be analyzed and revisions made as necessary.	September 26, 2014	Robert Forsythe
Activity	Peer Observer Calibration/Training		Initial peer observer trainings have been completed, additional trainings will be offered as necessary to maintain a pool of qualified peer observers.	September 26, 2014	Robert Forsythe
Activity	Calibration for Principal Observers		Initial training of principals has been completed, recalibration process is being implemented as needed.	September 26, 2014	Robert Forsythe

## 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	12/20/2014	05/31/2017	\$1000	District and School Instructional Staff
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Literacy Plans	Schools will develop literacy plans.	Academic Support Program	12/20/2014	05/31/2017	\$2500	District Instructional Department
Professional Development	Opportunities for teacher professional development will be provided. Topics offered, but not limited to, will include: PGES, standards work, differentiation, math teaching strategies, literacy across the content strategies, assessment, PLC work, etc.	Professional Learning	12/20/2014	05/31/2017	\$28000	District Instructional Department
Professional Learning Communities	Schools will use PLC teams to analyze data to drive instruction.	Professional Learning	12/20/2014	05/31/2017	\$0	School Leadership
Tiered Interventions	Students will be provided researched-based tiered interventions.	Academic Support Program	12/20/2014	05/31/2017	\$610000	District and School Instructional Staff
Meeting the Needs of Diverse Learners	Provide English language development to all English learners. Utilize instructional strategies to promote differentiation for gifted and at-risk learners. Increase co-teaching for students with special needs. Implement District Technology Plan to provide technology based resources for all students.	Academic Support Program	12/20/2014	05/31/2017	\$1249000	District and School Instructional Department
Curriculum Alignment	Vertical alignment of curriculum will occur across all grade levels by revising unit plans and creating a balanced assessment program.	Academic Support Program	12/20/2014	05/31/2017	\$30000	District and School Instructional Department

# KDE Comprehensive Improvement Plan for Districts

Warren County

Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$270000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Problem-Solving Teams	School-based problem-solving teams will utilize multiple data points to determine individual student needs and instructional strategies in order to create flexible groups.	Academic Support Program	12/20/2013	05/31/2017	\$25000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$270000	District and Instructional Staff
Problem-Solving Teams	School-based problem solving teams will utilize multiple data points to determine student needs and instructional strategies.	Academic Support Program	12/20/2014	05/31/2017	\$25000	District and School Instructional Staff
Intervention Strategies	Schools will provide research-based, tiered interventions to promote differentiation of instruction aligned to meet individual student needs.	Academic Support Program	12/20/2014	05/31/2017	\$200000	District and School Instructional Staff
Instructional Planning	Teachers plan for rigorous core instruction using diagnostic data, core standards, and pacing guides.	Academic Support Program	12/20/2014	05/31/2017	\$270000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Community Engagement	12/20/2014	05/31/2017	\$26500	District and School Instructional Staff
GEO Center	The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement	12/20/2014	05/31/2017	\$110000	District and School Instructional Staff
Communication	To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other	12/20/2014	05/31/2017	\$2500	District and School Instructional Staff

# KDE Comprehensive Improvement Plan for Districts

Warren County

Staff Development	Training will be provided to support the academic and social development of diverse learners.	Professional Learning	12/20/2014	05/31/2017	\$5000	District and School Instructional Staff State and National Experts
Equitable Staffing	The district will increase the current level of staff diversity by recruiting and hiring diverse personnel.	Recruitment and Retention	12/20/2014	05/31/2017	\$75000	District HR Department
Web Site	The district and schools will maintain an up-to-date web site presence.	Community Engagement	12/20/2014	05/31/2017	\$50000	District and School Instructional Staff
Events	Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$800000	District and School Instructional Staff
Student Assistance Program	Continue to provide transition coordinators and academic support instructors.	Academic Support Program	12/20/2014	05/31/2017	\$180000	Director of Student Assistance
Alternate School Programs	The district will continue to fund the Alternate to Suspension Program, Jackson Academy Middle, Jackson Academy High, and Lighthouse Academy to provide alternate avenues for student success.	Other	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/29/2015	\$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	12/20/2014	05/29/2015	\$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	12/20/2014	05/29/2015	\$5000	District and School Instructional Staff



# KDE Comprehensive Improvement Plan for Districts

Warren County

HQ Professional Development	Professional development activities will be available for employees seeking highly qualified status.	Professional Learning	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
Math Training Opportunities	Provide elementary teachers with additional training and support to enhance students conceptual understanding of mathematics principles.	Professional Learning	12/20/2014	05/31/2017	\$20000	District Intervention Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$16000	District Instructional Staff
Literacy Across All Content Areas	Effectively implement language and literacy instructional support through professional learning.	Academic Support Program	12/20/2014	05/31/2017	\$16000	District Instructional Staff
Seven Habits of Successful Families	Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement	12/20/2014	05/31/2017	\$50000	District Covey Certified Trainers
Attendance Support	The district will employ truancy prevention staff to address student attendance deficiencies.	Academic Support Program	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/30/2017	\$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	12/20/2014	05/30/2017	\$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	12/20/2014	05/30/2017	\$20000	Superintendent, Assistant Superintendents, Building Level Principals
<b>Total</b>					<b>\$5261500</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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff

## KDE Comprehensive Improvement Plan for Districts

Warren County

Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff

## KDE Comprehensive Improvement Plan for Districts

Warren County

Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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
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## KDE Comprehensive Improvement Plan for Districts

Warren County

EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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
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## KDE Comprehensive Improvement Plan for Districts

Warren County

Leader In Me Training	Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$100000	District Instructional Staff
<b>Total</b>					<b>\$776500</b>	

# KDE Comprehensive Improvement Plan for Districts

Warren County

## 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					\$1713000	

## Rivendell High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff

## KDE Comprehensive Improvement Plan for Districts

Warren County

Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff

## KDE Comprehensive Improvement Plan for Districts

Warren County

Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff



## KDE Comprehensive Improvement Plan for Districts

Warren County

Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

### Lighthouse Academy

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$1500	District and School Instructional Staff

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Area Technology Center	Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

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## 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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$0	District and School Instructional Staff
<b>Total</b>					\$1601500	

## Greenwood High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$175000	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2015	\$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	12/20/2014	05/31/2017	\$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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Career Pathway Alignment	Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation	12/20/2014	05/29/2015	\$1500	District and School Instructional Staff
EPAS Support	Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program	12/20/2014	05/31/2015	\$0	District and School Instructional Staff
<b>Total</b>					<b>\$1601500</b>	

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## 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

## 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					<b>\$1713000</b>	

## Briarwood Elementary School

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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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					\$1713000	

### 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	12/20/2014	05/31/2017	\$1600000	District and School Instructional Staff
Primary Standards Based Report Card	District team will implement and monitor the impact of a standards based report card for the primary grades.	Academic Support Program	08/08/2013	05/31/2017	\$4000	District and School Instructional Staff
Creative Curriculum	All new preschool teachers will be trained to use the Creative Curriculum/Teaching Strategies Gold program as the core instructional program for all preschool classrooms.	Academic Support Program	12/20/2014	05/31/2017	\$40000	District and School Instructional Staff
GT Instruction	GT funds will be used to enhance the GT programming in all elementary schools.	Academic Support Program	12/20/2014	05/31/2017	\$69000	District and School Instructional Staff
<b>Total</b>					\$1713000	

# **KDE Needs Assessment**

## **Introduction**

The purpose of the School District (system) Needs Assessment is to use data and information to prioritize allocation of resources and activities.



## Data Analysis

**What question(s) are you trying to answer with the data and information provided to you? What does the data/information tell you?  
What does the data/information not tell you?**

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

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

The Warren County Public School (WCPS) District and its individual schools are making progress toward the goal of achieving proficiency for all schools and students. In the third year of the Unbridled Learning accountability system, WCPS improved its overall score from 58.1 in 2011-12 to 58.4 in 2012-13 to 70.5 in 2013-14 which ranks the district at the 87th percentile. This equates to a Proficient level for the district.

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

At the high school level, where the state's emphasis on college and career readiness and graduation rates plays a larger role in calculating the overall score, WCPS excels. South Warren High School, with an overall score of 79.5 and a percentile rank of 97, is in the Distinguished category and earned School of Distinction status. Greenwood High School also reached the Distinguished level, achieving an overall score of 75.5 and a percentile rank of 90. Warren East High School's overall score rose from 61.3 in 2012-13 to 67.1 in 2013-14. Warren Central High School's scores are also on the rise, climbing from a percentile rank of 29 in 2011-12 to 43 in 2012-13 and to 59 in the latest results.

Scores for Warren County's middle schools demonstrated progress as well. South Warren Middle, with an overall score of 75.3 and a percentile rank of 96, reached the Distinguished level and earned School of Distinction status. Warren East Middle and Drakes Creek Middle both reached the Proficient level.

At the elementary level, eight WCPS schools -- Alvaton, Briarwood, Cumberland Trace, Jody Richards, North Warren, Plano, Rich Pond, and Rockfield -- achieved the Proficient or Distinguished level, an increase from three elementary schools in 2011-12. The three schools who finished with a Distinguished classification: Cumberland Trace Elementary finished in the 98th percentile to rank as a School of Distinction while Jody Richards Elementary and Plano Elementary finished with a percentile rank of 91 and 90 respectively, ranking them both High Performing 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. Donations through great community/business partnerships, allow coordinators the opportunity to provide these students and families with those basic needs. By providing a team approach to educating our students, we assist the students in being prepared and willing to learn in our classrooms.

## Areas of Strengths

**What were the areas of strength you noted? What actions are you implementing to sustain the areas of strength? What is there cause to celebrate?**

### Areas of Strength

2013 Tell Survey indicates improvement in the following areas:

- \*teachers have sufficient instructional time to meet the needs of all students
- \*teachers have time available to collaborate with colleagues
- \*school environment is clean and well maintained
- \*teachers have adequate space to work productively
- \*parents and guardians know what is going on in our schools
- \*teachers have an appropriate level of influence on decision making in our district
- \*school leadership makes a sustained effort to address teacher concerns about the use of time in their schools and teacher leadership
- \*teachers have sufficient training to fully utilize instructional technology
- \*state and local assessment data are available in time to impact instructional practices
- \*teachers have autonomy to make decisions about instructional delivery

### 2013-2014 Assessment Data

#### EPAS

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

#### K-PREP

- \*middle and high school College and Career Readiness scores are above the state average
- \*graduation and attendance rates exceed the state average
- \*drop out and retention rates are below the state average
- \*elementary, middle and high school achievement scores have increased
- \*scores increased for elementary, middle, and high school students in the Gap category and the Growth category
- \*scores increased for middle and high schools in the CCR category
- \*scores increased for the high schools in the graduation rate requirement

#### Other Areas of Strength:

- \* Competent, caring educators
- \* Proactive, progressive District
- \* Culturally Diverse students
- \* Capable, committed leadership
- \* Student-centered focus
- \* District PBIS Initiative
- \* Elementary and Middle school Leader in Me programs
- \* Strong exceptional education program
- \* Full-time, GT-certified curriculum coordinators in elementary schools

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- \* Full-time curriculum coordinators in all middle schools
- \* District Interventionists
- \* District Math Coach
- \* District Reading Coach
- \* District RtI Coordinator
- \* District Special Education Consultants
- \* District-wide student assistance counselors
- \* Full-time occupational and physical therapists
- \* 212 Academy for 5th and 6th GT
- \* GEO Center to serve the needs of our refugee communities
- \* Board funded alternate schools for middle and high school students
- \* Music, PE, Art offered in all elementary schools
- \* Full-time guidance counselors at all elementary schools
- \* Competent technology department that oversees all areas involving technology
- \* Interactive White Boards available in all classrooms
- \* Transportation Department that provides trainings for district initiatives
- \* Aspiring Leaders Academy to help prepare future school leaders
- \* New Teacher Academy & New Teacher Orientation
- \* Strong Athletic Programs
- \* Strong Co-curricular/Extra-Curricular Offerings
- \* Year-round PD offerings
- \* Plays, musicals, strings programs at all levels

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

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

## **Opportunities for Improvement**

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

Areas in need of improvement:

Tell Survey

- \* Minimize the amount of routine paperwork that teachers are required to do
- \* Increase parents/guardians influence in the school
- \* Differentiate professional development to meet the needs of individual teachers
- \* Evaluate and communicate to teachers the results of professional development

2013-2014 Assessment Data

EPAS

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

K-PREP

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

General Areas

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

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

## **Oversight and Monitoring**

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

#### School / Student Level:

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

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

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

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

#### District Level:

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

In reviewing the 2013-2014 CDIP Goals and Activities progress has been made in many areas. The results of this work have been summarized in each individual goal and activity. Future district plans include routine and timely monitoring of all goals and activities developed by the district leadership team with progress statements and updates noted.

## **Conclusion**

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

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

In order to address the areas of concern, meetings are set up with principals of targeted, low-performing schools on an individual basis. During these meetings, school leaders discuss their concerns for their school, their plans for improvement, their needs for support from the Central Office staff, and they share their visions for short- and long-term priorities for their students. These meetings are very beneficial for all and provides an atmosphere where leaders are heard and issues are addressed. The Instructional Department also meets on a regular basis to review department initiatives and programs.

We also strive to provide a yearly Professional Development Plan for the District addressing the needs and initiatives for the upcoming year. Individual schools complete a yearly Professional Development Plan and it is submitted to the Assistant Superintendent.

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

# **Compliance and Accountability - Districts**



## **Introduction**

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

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

## Planning and Accountability Requirements

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

**Goal 1:**

Increase the percentage of students who are college and career ready from 36% to 68% by 2015.

**Measurable Objective 1:**

collaborate to ensure that 68% of our students are college and career ready by 05/31/2015 as measured by College and Career Readiness rates.

**Strategy1:**

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

Category:

Research Cited:

Activity - Intervention Teachers	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to employ intervention specialists to analyze varied data points and to place students in appropriate interventions according to individual needs.	Career Preparation/ Orientation			12/20/2013	05/31/2015	\$175000 - Title II Part A	District and School Instructional Staff

Activity - EPAS Support	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be supported in implementing various activities to support the EPAS system.	Academic Support Program			12/20/2013	05/31/2015	\$0 - No Funding Required	District and School Instructional Staff

**Strategy2:**

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

Category:

Research Cited:

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Activity - Events	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Career Preparation/Orientation			12/20/2013	05/31/2015	\$5000 - Title I Part A \$5000 - School Council Funds \$1000 - Perkins	District and School Instructional Staff

### Strategy3:

Post Secondary Opportunities - Post secondary opportunities will be expanded.

Category:

Research Cited:

Activity - Post Secondary Transition Support	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will receive information and guidance to facilitate a successful transition to post secondary endeavors.	Career Preparation/Orientation			12/20/2013	05/31/2015	\$4000 - General Fund	School and District Leadership

Activity - Dual Credit and AP	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District will assist schools in expanding post secondary opportunities through dual credit and AP course offerings.	Academic Support Program			12/20/2013	05/31/2015	\$0 - No Funding Required	District Instructional Staff

### Strategy4:

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

Category:

Research Cited:

Activity - Career Pathway Alignment	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will intentionally plan course offerings to assist students in being college and career ready.	Career Preparation/Orientation			12/20/2013	05/29/2015	\$500 - Perkins \$1000 - Annual Giving Fund	District and School Instructional Staff

Activity - Technology Access	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will provide students appropriate access to 21st Century learning tools with an emphasis on digital citizenship.	Academic Support Program			12/20/2013	05/31/2015	\$500000 - District Funding \$250000 - State Funds \$50000 - School Council Funds	District and School Instructional Staff

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Activity - Area Technology Center	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Course offerings at the ATC will be aligned with student needs and goals.	Career Preparation/Orientation			12/20/2013	05/31/2015	\$500000 - State Funds	District and School Instructional Staff Area Technology Center Staff

## 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 05/31/2015 as measured by increased student achievement, community involvement, surveys, and other collected data..

## Strategy1:

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

Category:

Research Cited:

Activity - Seven Habits of Successful Families	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement			12/20/2013	05/31/2017	\$50000 - Endowment Fund	District Covey Certified Trainers

Activity - Leader In Me Training	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/Orientation			12/20/2013	05/31/2017	\$1600000 - Endowment Fund	District and School Instructional Staff

## Strategy2:

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

Category:

Research Cited:

Activity - Equitable Staffing	Activity Type	Tier	Phase	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			12/20/2013	05/31/2017	\$75000 - District Funding	District HR Department

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Activity - Staff Development	Activity Type	Tier	Phase	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			12/20/2013	05/31/2017	\$5000 - District Funding	District and School Instructional Staff State and National Experts

### Strategy3:

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

Category:

Research Cited:

Activity - PBIS Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program			12/20/2013	05/31/2017	\$1000 - Title II Part A	District and School Instructional Staff

### Strategy4:

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

Category:

Research Cited:

Activity - GEO Center	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement			12/20/2013	05/31/2017	\$20000 - Other \$70000 - Title III \$20000 - District Funding	District and School Instructional Staff

Activity - Communication	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other			12/20/2013	05/31/2017	\$2500 - District Funding	District and School Instructional Staff

Activity - Web Site	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will maintain an up-to-date web site presence.	Community Engagement			12/20/2013	05/31/2017	\$50000 - District Funding	District and School Instructional Staff

### Strategy5:

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

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educational process.

Category:

Research Cited:

Activity - Events	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Community Engagement			12/20/2013	05/31/2017	\$15000 - Title I Part A \$5000 - School Council Funds \$1500 - Title III \$5000 - Booster Fund	District and School Instructional Staff

**Our 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 05/31/2015 as measured by increased student achievement, community involvement, surveys, and other collected data..

**Strategy1:**

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

Category:

Research Cited:

Activity - PBIS Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to provide assistance to individual schools in the implementation of PBIS, use of SWIS data, and the analysis of data to make program changes.	Behavioral Support Program			12/20/2013	05/31/2017	\$1000 - Title II Part A	District and School Instructional Staff

**Strategy2:**

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

Category:

Research Cited:

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Activity - Web Site	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and schools will maintain an up-to-date web site presence.	Community Engagement			12/20/2013	05/31/2017	\$50000 - District Funding	District and School Instructional Staff

Activity - GEO Center	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The GEO Center will continue to provide school/community orientation, screening and enrollment services for new immigrant and refugee families.	Parent Involvement			12/20/2013	05/31/2017	\$20000 - Other \$20000 - District Funding \$70000 - Title III	District and School Instructional Staff

Activity - Communication	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To reflect the diversity of the district, school-family communications will be provided in multiple languages.	Other			12/20/2013	05/31/2017	\$2500 - District Funding	District and School Instructional Staff

### Strategy3:

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

Category:

Research Cited:

Activity - Equitable Staffing	Activity Type	Tier	Phase	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			12/20/2013	05/31/2017	\$75000 - District Funding	District HR Department

Activity - Staff Development	Activity Type	Tier	Phase	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			12/20/2013	05/31/2017	\$5000 - District Funding	District and School Instructional Staff State and National Experts

### Strategy4:

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

Category:

Research Cited:

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Activity - Events	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will host various activities that invite parents and the community into the schools.	Community Engagement			12/20/2013	05/31/2017	\$5000 - Booster Fund \$5000 - School Council Funds \$15000 - Title I Part A \$1500 - Title III	District and School Instructional Staff

## Strategy5:

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

Category:

Research Cited:

Activity - Seven Habits of Successful Families	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Trainings will be held in schools utilizing Dr. Covey's parent involvement program, the Seven Habits of Successful Families.	Parent Involvement			12/20/2013	05/31/2017	\$50000 - Endowment Fund	District Covey Certified Trainers

Activity - Leader In Me Training	Activity Type	Tier	Phase	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will be provided training, funding, and scheduling assistance to implement Leader in Me.	Career Preparation/ Orientation			12/20/2013	05/31/2017	\$1600000 - Endowment Fund	District and School Instructional Staff



# **KDE Superintendent Assurances**

## **Introduction**

Assurances are intended to provide evidence that the Superintendent has shared and discussed in open board meetings the progress and performance in the areas of goals and targets for student achievement that have/have not been met as well as the operational requirements for the district and the operational needs for schools and support staff.

Evidence of these discussions is required to support all responses through the upload of Board Meeting Minutes that includes each of the areas and feedback received in conjunction with a Comprehensive District Improvement Plan that outlines “the plan” to address, monitor, track progress and sustainability in student achievement, and operational needs for both the district and schools.

## Delivery Targets

Five year delivery goals are set for schools and districts to ensure that students are college and career-ready. Within the school and district goals Delivery Targets are set to identify the annual incremental growth needed to achieve the five year goal in the areas of Proficiency, College and Career Readiness, Achievement Gap, and Graduation Rate. These targets shall be used to set goals and monitor progress in student achievement throughout the instructional year.

Next Generation Professionals will be addressed through identifying the district’s plan for implementation of the Professional Growth and Effectiveness System for Teachers and Principals in the 2014-2015 school year. Supporting documentation for these responses can be provided by additional narrative responses, the district Certified Evaluation Plan and an APPROVED Waiver if applicable.

The Superintendent has communicated in open board meetings the progress of the goals and targets throughout the instructional year and has communicated the vision and strategy for moving the work forward through the Comprehensive District Improvement Plan (CDIP).

The CDIP discussions include updates on student achievement through the use of student performance data, goals and plans created to achieve and monitor student success and areas for improvement, sustainability of growth and resources used for student achievement, and measuring the effectiveness of teachers and principals.

	Statement or Question	Response	Rating
<b>1. Proficiency:</b>	Increase the averaged combined reading and math K-Prep scores for elementary students.	Has Not Met District Targets	N/A

	Statement or Question	Response	Rating
<b>2. Proficiency:</b>	Increase the averaged combined reading and math K-Prep scores for middle students.	Has Not Met District Targets	N/A

	Statement or Question	Response	Rating
<b>3. Proficiency:</b>	Increase the averaged combined reading and math EOC scores for high schools.	Has Not Met District Targets	N/A

	Statement or Question	Response	Rating
<b>4. Graduation Rate:</b>	Increase the cohort graduation rate.	Has Met District Targets	N/A

	Statement or Question	Response	Rating
<b>5. College and Career Readiness:</b>	Increase the percentage of students who graduate college and career ready.	Has Met District Targets	N/A

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	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>6. Closing Achievement Gap:</b>	Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group.	Has Met District Targets	N/A

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
7. Next Generation Professionals for Teachers:	The district will:	Fully implement the Kentucky Professional Growth and Effectiveness System for Teachers in 2014-2015 as set forth in the district's Certified Evaluation Plan.		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
8. Next Generation Professionals for Principals:	The district will:	Fully Implement the Kentucky Professional Growth and Effectiveness System for Principals in 2014-2015 as set forth in the District's Certified Evaluation Plan.		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
9.	Delivery Targets and PGES implementation artifacts have been documented in The LOCAL BOARD MINUTES (UPLOAD OF BOARD MINUTES TO SUPPORT ALL RESPONSES IS REQUIRED).	Yes		11-20-14 Minutes 11-10-14 Special Minutes 11-24-14 Special Minutes 10-16-14 Minutes

## Resources and Support Systems

Resources and Support Systems identify the district’s operational areas and their status and progress. In open board meetings the Superintendent must have communicated the health and status of the operational budget for the district and ensures that the district is operating in compliance of all ethical, legal and policy standards of the district, state and federal government.

Label	Assurance	Response	Comment	Attachment
1. Operational Budget:	Establishes a balanced operational budget for school programs and activities which include correct prior year audit findings and submit a balanced working budget and tentative budget that includes the required 2% contingency.	Has developed a balanced Operational Budget		

Label	Assurance	Response	Comment	Attachment
2. Compliance:	Maintains compliance with legal, ethical and policy standards. External audit for 2014-2015 school year will indicate 0 violations of ethics and policy standards.	Is in compliance		

Label	Assurance	Response	Comment	Attachment
3. Direct Communication:	Effectively communicates the district's budget and resource allocation to the local board. Provides budget updates to the board at every regularly scheduled meeting.	Superintendent has provided budget and resource allocation updates		

Label	Assurance	Response	Comment	Attachment
4.	Delivery artifacts have been incorporated into the Superintendent assurances and documented in the artifacts in the areas of budget and resources of LOCAL BOARD MINUTES (UPLOAD OF BOARD MINUTES TO SUPPORT ALL RESPONSES IS REQUIRED).	Yes		11-24-14 Special Minutes 11-10-14 Special Minutes 11-20-14 Minutes 10-16-14 Minutes

## Facilities/Support Systems

Facilities and Support Systems identify the operational needs and environment for district schools. In open board meetings the Superintendent must have communicated progress, actions taken and updates in the areas of instruction, materials, technology, educational materials and resources and overall environment from the KY TELL Survey. In non-KY TELL Survey years the Superintendent may explain progress and updates to the prior year targets.

	Statement or Question	Response	Rating
a)	Teachers have sufficient access to appropriate instructional materials.	Agree	N/A

	Statement or Question	Response	Rating
b)	Teachers have sufficient access to instructional technology, including computers, printers, software and internet access.	Agree	N/A

	Statement or Question	Response	Rating
c)	Teachers have access to reliable communication technology, including phones, faxes and email.	Strongly Agree	N/A

	Statement or Question	Response	Rating
d)	Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Strongly Agree	N/A

	Statement or Question	Response	Rating
e)	Teachers have sufficient access to a broad range of professional support personnel.	Strongly Agree	N/A

	Statement or Question	Response	Rating
f)	The school environment is clean and well maintained.	Agree	N/A

	Statement or Question	Response	Rating
g)	Teachers have adequate space to work productively.	Agree	N/A

	Statement or Question	Response	Rating
h)	The physical environment of classrooms in the school supports teaching and learning.	Strongly Agree	N/A

# KDE Comprehensive Improvement Plan for Districts

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	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
i)	The reliability and speed of internet connections in the school are sufficient to support instructional practices.	Agree	N/A

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
j)	Delivery artifacts have been incorporated into the Superintendent assurances and have been documented in the artifacts of LOCAL BOARD MINUTES (UPLOAD OF BOARD MINUTES TO SUPPORT ALL RESPONSES IS REQUIRED).	Yes		11-10-14 Minutes 11-20-14 Minutes 11-12-14 Special Minutes 10-16-14 Minutes

## **KDE Assurances - District**



## **Introduction**

KDE Assurances for Districts

**District Assurances**

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

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

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

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

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

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

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

**KDE Comprehensive Improvement Plan for Districts**

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<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
9.	Our district ensure 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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
11.	Our district ensure 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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
12.	Our district ensure 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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

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

# KDE Comprehensive Improvement Plan for Districts

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Label	Assurance	Response	Comment	Attachment
15.	Procedures have been established for the identification and tracking of purchases made with federal funds, including the retrieval and/or disposal of materials when no longer needed.	Yes		

Label	Assurance	Response	Comment	Attachment
16.	Our district ensures that all federal program complaint procedures have been communicated to all stakeholders and are properly implemented when applicable.	Yes		

Label	Assurance	Response	Comment	Attachment
17.	Our district maintains proper time and effort documentation for all personnel paid with federal funds according to specific federal program requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
18.	Our district ensures proper maintenance of records according to federal program guidelines.	Yes		

Label	Assurance	Response	Comment	Attachment
19.	Our district has followed the proper procedures for the acquisition of equipment and materials with federal funds.	Yes		

Label	Assurance	Response	Comment	Attachment
20.	Our district ensures that all federal programs are evaluated annually for program effectiveness and compliance.	Yes		

Label	Assurance	Response	Comment	Attachment
21.	Our district ensures that only eligible schools are served by Title I, Part A.	Yes		

Label	Assurance	Response	Comment	Attachment
22.	Our district ensures that low-income data for all schools is taken on the same day.	Yes		

Label	Assurance	Response	Comment	Attachment
23.	Our district ensures that district and school allocations on the Title I Ranking Report correspond with the MUNIS budget.	Yes		

# KDE Comprehensive Improvement Plan for Districts

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

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

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

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

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

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

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

# KDE Comprehensive Improvement Plan for Districts

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

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

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

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

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

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