



KDE Comprehensive Improvement Plan for Districts

Washington County

120 Mackville Hill
Springfield, KY 40069

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Introduction

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

Executive Summary

Introduction

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

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

Description of the School System

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

Washington County is located in the heart of the Bluegrass Region in one of the most beautiful and historic counties in Kentucky. Less than an hour's drive from Louisville and Lexington, Washington County is a small rural county. According to the most recent United States Census, today approximately 11,500 people call Washington County Kentucky home. Slightly more than 92% of the county's population is Caucasian with African American making up 6.3% of the population. Other ethnic categories represent 1.7% of the population. Median household income is \$42,516 which is slightly above the state average. Most recent census data available indicates that approximately 80% of the county's residents over the age of 25 have a high school diploma while college graduates make up 15% of the population.

The Washington County Public School system serves a community with several unique features which includes the following:

- * Local access to two post-secondary institutions (Saint Catharine College and Elizabethtown Community and Technical College)
- * A friendly and hospitable community
- * Cultural opportunities, including a local theatre, concerts, art displays, historical attractions, recreational activities
- * Agricultural facilities
- * Two industrial facilities - Innoac and Toyotomi
- * Strong community leadership programs, including Adult/Teen Leadership and State/Agricultural Leadership programs
- * Environmentally Friendly Green Community

However, like many communities there are several challenges including:

- * The lack of available skilled workforce
- * Due to Washington County being a rural and agricultural county, it is difficult to have the available technology infrastructure needed for technology-based job opportunities
- * Within the county, there is not a hospital or medical facility located making it necessary to commute to other counties for health related issues
- * Low number of opportunities for entertainment

Washington County schools serve a diverse population of over 1700 students within its four schools, including 17.3% of minority and more than 65% of economically disadvantaged students. The district employs over 400 employees committed to ensure the success of all. The Washington County Schools' instructional faculty consists of 121 certified and 35 classified staff members. All instructional staff adhere to the state guidelines for certification, and all staff are Highly Qualified as mandated by the No Child Left Behind legislation. Washington County teachers strongly value continuing education with 38.7% obtaining a Master's Degree and 37.2% earning their Rank I.

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.

Vision Statement:

"Commanding Excellence for All"

Mission Statement:

"The Washington County School District in partnership with families, postsecondary institutes, and the community, will provide a variety of challenging personalized learning experiences in a nurturing and safe environment, by empowering all students to develop college and career readiness skills in order to become successful contributing members of a global society"

Commitments:

The Washington County School District will strive to create a collaborative culture amongst schools and the community that focuses on learning for all.

All Washington County students will experience personalized learning experiences every day that explicitly focus on skills involving critical thinking, creativity, communication and collaboration.

All Washington County students at each transition point, will work toward achieving at least one year of data supported academic progress in reading and mathematics.

All Washington County students will have the opportunity to demonstrate learning through a variety of methods that include, but are not limited to, verbal written, technology and project based learning skills.

All Washington County students will strive to graduate from High School College and/or career ready.

All Washington County staff will strive to use and communicate data in order to make informed decisions related to teaching and learning, while maintaining high expectations for all.

The Washington County School District will strive to ensure that all students are taught and led by an effective teacher and administrator.

The curriculum at the Washington County Public School System is based on high expectations and rigor. In alignment with the vision statement, Commanding Excellence for All, curriculum is delivered using a variety of instructional strategies to accommodate differences in learning styles. Washington County Public School System is continually working towards implementing a research-based curriculum aligned with the Kentucky Core Academic Standards. These standards set forth clearly defined expectations for student learning and provide a measure of accountability for student achievement.

To ensure that curriculum is aligned to the Kentucky Core Academic Standards as well as the district's vision and mission statements, teachers are provided with various opportunities for professional development at the school, district, and state level. Additionally, teachers collaborate through ongoing Professional Learning Communities within schools as well as across the district.

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.

State and national assessment results have increased over the last several years. During the 2013-2014 school year, our students graduating college and/or career ready was 14% higher than the state. The success of Washington County Schools is evidenced by the many achievements through which students have achieved excellence. The following is a list of some of the accomplishments of the Washington County Schools:

- * In 2013-2014 Washington County School District was labeled as being a proficient/progressing/high progress district
- * High quality administrators, teachers, and staff
- * One of our two middle schools were classified as being distinguished/progressing as well as a school of distinction and high progress school.
- * Early College initiative giving students the opportunity to earn an associate degree before graduating high school
- * Zero Drop-outs since 2009-2010
- * National Board Certified Teachers
- * 18 Teen Leadership Participants
- * National Family and Consumer Sciences Teachers' Association President Elect
- * State and regional FCCLA officers
- * New High School by 2014
- * Kentucky Board Association Annual Conference - 100% Participation

Although the Washington County School system celebrates many successes, it does acknowledge areas that need improvement. Areas of Challenges include:

- * The achievement gap between our subpopulations and proficiency
- * Effectively implementing and monitoring the Response to Intervention Model throughout the district
- * Inadequate funding to support quality education for all students including early college program
- * Continuing to offer programs and services that will result in the increase of college/career ready students
- * Community and parent involvement in the success of all students
- * Continue to improve Arts & Humanities, Writing, Practical Living & Career Studies, and World Language programs
- * To increase the number of students meeting proficiency based on the next generation learners data
- * Increase the level of instructional rigor occurring throughout all classrooms within the district
- * Continue to develop and effectively implement the new Kentucky Core Academic Standards
- * Improve the effectiveness of all teachers and administrators throughout the district
- * Development of teacher leaders as well as instructional coaches
- * Vertical alignment plan focused on College and Career Readiness for all
- * Utilization of professional learning communities focused on student data to implement effective instructional practices

Additional Information

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

See pervious sections.

2015-2016 CDIP Goals, Objectives, Strategies, and Activities

Overview

Plan Name

2015-2016 CDIP Goals, Objectives, Strategies, and Activities

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 average combined reading and math K-Prep scores for elementary students from 42.5 % in 2014 to 71.3% in 2019, for middle students from 44.0% in 2014 to 72% in 2019, and for high school students from 27.6% in 2014 to 63.8% in 2019 students	Objectives: 1 Strategies: 5 Activities: 15	Organizational	\$63000
2	Increase the non-duplicated GAP group average combined rdg and math score for elem. students from 35.6 % in 2014 to 67.8% in 2019, for middle students from 33.7% in 2014 to 66.9% in 2019, and for high school students from 18.5% in 2014 to 59.3% in 2019	Objectives: 1 Strategies: 6 Activities: 10	Organizational	\$0
3	Increase the percentage of students who are college- and career-ready from 64.7% in 2015 to 82.35% by May of 2020	Objectives: 1 Strategies: 8 Activities: 12	Organizational	\$1000
4	Sustain the average freshman graduation rate of 98% by 2020	Objectives: 1 Strategies: 3 Activities: 5	Organizational	\$500
5	Improve equitable access to effective teachers and leaders to ensure that all students are taught by effective educators	Objectives: 2 Strategies: 7 Activities: 11	Organizational	\$39000
6	Reduce the % of students scoring Novice from 21.2% in 2015 to 10.6% in 2020 in Reading and from 20% in 2015 to 10% in 2020 in Math	Objectives: 1 Strategies: 4 Activities: 4	Organizational	\$0
7	Monitor the implementation of each school's wellness policy	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$0

Goal 1: Increase the average combined reading and math K-Prep scores for elementary students from 42.5 % in 2014 to 71.3% in 2019, for middle students from 44.0% in 2014 to 72% in 2019, and for high school students from 27.6% in 2014 to 63.8% in 2019 students

Measurable Objective 1:

collaborate to increase elementary rdg score to 57.8% proficient/distinguished and math score to 50.2% P/D, middle rdg score to 58% P/D and math score to 52.3% P/D, and high school's rdg score to 57.4% P/D and math score to 26.7% P/D by 05/31/2016 as measured by Next-Generation Learners Achievement Assessment.

Strategy 1:

K Readiness - Select students will be invited to an "extension" program lasting approximately 90 minutes to focus on literacy and numeracy skills

Category: Early Learning

Activity - Refine	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Preschool staff will refine and develop age appropriate literacy/numeracy interventions. Schools: North Washington Elementary School, Washington County Elementary School	Professional Learning	10/01/2015	12/30/2016	\$0	No Funding Required	Preschool Director, Assistant DoSE, preschool teachers

Activity - Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Meet with parents regarding K readiness program Schools: All Schools	Community Engagement	12/01/2015	02/01/2016	\$0	No Funding Required	Preschool Director, Assistant DoSE, preschool teachers

Activity - K Readiness Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement k readiness program Schools: North Washington Elementary School, Washington County Elementary School	Academic Support Program	01/01/2016	12/30/2016	\$5000	Other	Preschool Director, Assistant DoSE, preschool teachers

Activity - Monitoring Student Progress	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Data will be collected on student progress Schools: North Washington Elementary School, Washington County Elementary School	Policy and Process, Academic Support Program	12/01/2015	12/30/2016	\$0	No Funding Required	Preschool Director, Assistant DoSE, preschool teachers
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Activity - Monitoring program effectiveness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Program effectiveness discussions will occur throughout the year during leadership team meetings meet with principals to discuss effectiveness Schools: All Schools	Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Preschool Director, Assistant DoSE, preschool teachers

Strategy 2:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Instructional Rounds	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrative team will collaborate to implement instructional rounds based on school-selected problems of practice. Schools will then host the administrative team meeting on a monthly basis and begin each meeting with an instructional round analysis that meets the hosting school's needs. Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals

Activity - WCS Administrative Team Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Members of the district administrative team will meet regularly to analyze evidence of program implementation and to plan next steps. Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals

Activity - Curriculum Audit	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A team will conduct viable curriculum audits in all schools, focused on the areas of mathematics and reading. Schools: Washington County High School	Academic Support Program	01/01/2016	12/30/2016	\$0	No Funding Required	Instructional Supervisor; Instructional Coaches; Principals

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Activity - Lesson Planning Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will collect weekly lessons plans/snapshots from all teachers. Principals will review and respond to the plans and will discuss lesson plan analysis during district principal team meetings. Schools: All Schools	Academic Support Program	08/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Principals

Strategy 3:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Research Cited: Kentucky Teacher Leadership Framework (KDE)

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District teacher teams will select a problem of practice based on data analysis. Teachers will then meet 6 times after school (1.5 hours each) in order to work through a Plan-Do-Study-Act protocol in order to address their problem of practice. Teachers will research and select strategies to address the problem, identify the most effective strategies, and analyze student work/evidence produced through use of the strategy. Schools: All Schools	Professional Learning	09/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

Activity - Commander Academy PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CA teachers and administrators will collaborate in a PLC that meets regularly in order to analyze student performance and program implementation measures. Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Instructional Supervisor; Commander Academy teachers; Commander Academy principal

Strategy 4:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Learning Systems

Research Cited: Kentucky Curriculum Framework (KDE); Literacy Design Collaborative; Mathematics Design Collaborative; College Board

Activity - Curriculum Framework Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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With support from the district, teachers will collaboratively develop the components of the WCS Curriculum Framework (e.g., curriculum maps, course descriptions, pacing guides, learning progressions, standards-based units, common interim assessments, and summative assessments congruent to Kentucky Academic Standards). By May 2017, WCS will publish the public components of the Framework on the district curriculum website, all teachers will publish their curriculum tools on the district's vclass and communicate class curriculum expectations through their teacher websites. Schools: All Schools	Policy and Process	02/01/2016	12/30/2016	\$18000	Title II Part A, Title VI, Grant Funds	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
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Activity - LDC/MDC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be identified and receive professional learning to support the implementation of the Literacy Design and Math Design Collaborative. Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$15000	Title II Part A, Grant Funds	Instructional Supervisor

Activity - AP/LTF Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training. Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$25000	Grant Funds, Title I Part A, General Fund, Title II Part A	Gifted and Talented Resource Teacher

Strategy 5:

Nontraditional Instruction Days - WCS will utilize KDE approval to implement a non-traditional instructional plan for up to 5 days of weather-related attendance.

Category: Learning Systems

Activity - Snow Day Planning and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
WCS teachers will develop lesson plans that enable students to complete spiral reviews of learning. Teachers will utilize student work from these lessons to make formative instructional decisions in their classrooms. Schools: All Schools	Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Instructional Supervisor; Principals; Selected Teachers

Goal 2: Increase the non-duplicated GAP group average combined rdg and math score for elem. students from 35.6 % in 2014 to 67.8% in 2019, for middle students from 33.7% in 2014 to 66.9% in

2019, and for high school students from 18.5% in 2014 to 59.3% in 2019

Measurable Objective 1:

demonstrate a proficiency by increasing the percent of non-duplicated gap students scoring P/D in reading from 44.9% to 52.5% elem., 41.9% to 48.5% middle, and 34.5% to 45.1% high school; and in math from 37% to 44.5% elem., 32.6% to 45.4% middle, and 16.3% to 24.3% high school by 05/20/2016 as measured by the Next-Generation learners assessments.

Strategy 1:

Early Warning System - Development of a framework for implementing an advisory program

Category: Learning Systems

Activity - Monitor interventions/supports	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor the implementation of an advisory program framework which identifies students for interventions/supports through school reports to the district leadership team and monthly Gear-up KY site meetings. Schools: All Schools	Academic Support Program	06/01/2015	12/30/2016	\$0	No Funding Required	Director of College, Career, and Community Services

Strategy 2:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning	09/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

Activity - Commander Academy PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Refer to activity under achievement goal Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
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Strategy 3:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Continuous Improvement

Activity - Curriculum Framework Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Policy and Process	02/01/2016	12/30/2016	\$0	No Funding Required	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers

Activity - LDC/MDC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$0	No Funding Required	Instructional Supervisor

Strategy 4:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Refer to the activity under the achievement goal Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Supervisor; Instructional Coaches;
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Strategy 5:

Nontraditional Instruction Days - WCS will utilize KDE approval to implement a non-traditional instructional plan for up to 5 days of weather-related attendance.

Category: Learning Systems

Activity - Snow Day Planning and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Instructional Supervisor; Principals; Selected Teachers

Strategy 6:

Modifications - DoSE/Assistant DoSE will collect research based modification strategies that can be used in the classroom to meet needs of all students

Category: Professional Learning & Support

Activity - Modification Strategy Library	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
DoSE and Assistant DoSE will meet to develop a modifications strategy library used in classrooms across district Schools: All Schools	Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	No Funding Required	DoSE/Assistant DoSE

Activity - Modification Strategy Library Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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DoSE/Assistant DoSE will meet with special education teachers and/or principals to discuss modifications strategies used and how to ensure vertical continuation of strategies Schools: All Schools	Professional Learning, Academic Support Program, Behavioral Support Program	10/01/2015	12/30/2016	\$0	No Funding Required	DoSE/Assistant DoSE
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Activity - Modification Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
DoSE/Assistant DoSE will meet with special education teachers to discuss practices for ensuring modifications are implemented effectively Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program, Behavioral Support Program	12/01/2015	12/30/2016	\$0	No Funding Required	DoSE/Assistant DoSE

Goal 3: Increase the percentage of students who are college- and career-ready from 64.7% in 2015 to 82.35% by May of 2020

Measurable Objective 1:

collaborate to increase the percentage of students who are college- and career- ready from 64.7% to 68.23% at the high school by 06/30/2016 as measured by Unbridled Learning Formula for College- and Career- ready.

Strategy 1:

Advising - Academic and Career Advising for students focused on CCR

Category: Learning Systems

Activity - CCR Advising Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor through monthly site visits the implementation of the College and Career advising plan to all three gear-up Kentucky cohort classes Schools: North Washington Elementary School, Washington County High School, Washington County Middle School	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	No Funding Required	Director of College and Career Readiness

Activity - District Advisory Program Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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The district advisory program team will meet regularly to develop a district advisory program framework Schools: All Schools	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	No Funding Required	Director of college and career readiness
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Activity - College and Career Pathways	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor the development, publishing, and communication of the various methods college and career course taking pathway opportunities at the high school. Schools: Washington County High School	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	No Funding Required	Director of College and Career Readiness

Strategy 2:

College and/or Career Readiness Monitoring - The monitoring of the college and/or career readiness data

Category: Continuous Improvement

Activity - CCR spreadsheet	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor the utilization of the CCR spreadsheet for 7th through 12th grade students to track college and career readiness data. During CCR PLCs, collaborate to create individual plans for students based on their college readiness assessments and career readiness. Schools: North Washington Elementary School, Washington County High School, Washington County Middle School	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	No Funding Required	Director of College/Career Readiness

Strategy 3:

Post-Secondary Transition Support - Case Manager will meet with students during high school to ensure they have a detailed plan for next steps after high school

Category: Career Readiness Pathways

Activity - Graduation Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
DoSE, Assistant DoSE will meet in PLC with case managers to discuss the students post-secondary goal and steps needed to reach goal Schools: Washington County High School	Career Preparation/Orientation	12/01/2014	06/30/2016	\$0	No Funding Required	DoSE, Assistant DoSE, special ed teachers

Activity - Interest Inventory	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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DoSE will support Case Mangers in meeting with IEP students to complete interest inventories. Schools: All Schools	Career Preparation/Orientation, Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	No Funding Required	DoSE, Assistant DoSE, special ed teachers
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Activity - Moinitor graduation plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During 12th grade (or earlier if plan calls for), DoSE/Assistant DoSE will meet with case manager to ensure each graduating student has a detailed plan of action for next steps to take upon completion of high school Schools: Washington County High School	Career Preparation/Orientation, Policy and Process, Academic Support Program, Behavioral Support Program	07/01/2015	06/30/2016	\$1000	IDEA	DoSE, Assistant DoSE, special ed teachers

Strategy 4:

Snow Day Instruction Nontraditional Instruction Days - WCS will utilize KDE approval to implement a non-traditional instructional plan for up to 5 days of weather-related attendance.

Category: Learning Systems

Activity - Snow Day Planning and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Instructional Supervisor; Principals; Selected Teachers

Strategy 5:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

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Activity - Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity in achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal

Strategy 6:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Continuous Improvement

Activity - Curriculum Framework Development; LDC/MDC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	No Funding Required	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers

Strategy 7:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches;
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Strategy 8:

Community Involvement - Continued collaboration with the community in order to reach all stakeholders for the betterment of WC Schools.

Category: Stakeholder Engagement

Activity - Community Involvement Participation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Rep. attends various community civic organizations on a regular basis. These include: SWEDA, WOW, City Action Planning, Work Ready Communities Schools: All Schools	Community Engagement	07/01/2015	12/30/2016	\$0	No Funding Required	Director of CCR

Goal 4: Sustain the average freshman graduation rate of 98% by 2020

Measurable Objective 1:

collaborate to sustain the graduation rate for Washington County High School of 98% by 06/30/2016 as measured by the graduation rate.

Strategy 1:

Early warning supports - Identification of at-risk students and services to support student academic and behavioral success

Category: Persistence to Graduation

Activity - Homeless student services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified homeless students will be referred to FRYSC for extra service supports. Title I part A funds will be utilized to support students at the high school identified as homeless. Schools: All Schools	Academic Support Program	07/01/2015	06/30/2016	\$500	Title I Part A	FRYSC, DPP, Director of State and Federal Programs

Activity - Persistence to Graduation Tool Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Counselors will receive professional learning which supports utilization of the Persistence to Graduation Tool. Schools: All Schools	Professional Learning, Academic Support Program	06/01/2015	06/30/2016	\$0	No Funding Required	Director of Special Education and DPP
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Activity - Professional Learning focused on homeless identification	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff members will receive training focused on identification of homeless students and process for reporting Schools: All Schools	Professional Learning	01/04/2016	12/30/2016	\$0	No Funding Required	DPP/homeless liaison

Strategy 2:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Activity - Commander Academy PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Instructional Supervisor; Commander Academy teachers; Commander Academy principal

Strategy 3:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals

Goal 5: Improve equitable access to effective teachers and leaders to ensure that all students are taught by effective educators

Measurable Objective 1:

collaborate to increase the percent of teachers, other professionals, and principals rated at or above developing according to the professional growth and effectiveness system by 06/30/2016 as measured by Professional Development Summative of Evidence data.

Strategy 1:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under the achievement goal Schools: All Schools	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

Strategy 2:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Learning Systems

Activity - Curriculum Framework Development; LDC/MDC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	No Funding Required	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers Gifted and Talented Resource Teacher
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Strategy 3:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches

Strategy 4:

Professional Learning and Support 1 - The district will provide support to ensure teachers and principals are not only highly qualified but effective

Category: Professional Learning & Support

Activity - New Teacher Induction/Mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers new to WCS will participate in a 12-hour professional learning program to support a smooth and successful transition into WCS. New teacher cadre members may request additional supports through a Mentor who will meet regularly with the new teacher and assist with professional needs. Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$2000	Title II Part A	Federal Programs Director; Instructional Supervisor; Instructional Coaches/Deans

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Activity - Program Review Coordinators' Cadre	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Program Review Coordinators will meet regularly to review formative reports and discuss evidence and justification statements. Schools: All Schools	Professional Learning, Policy and Process	08/01/2015	12/30/2016	\$5000	Title II Part A	Director of Assessment; Program Review Coordinators

Activity - Two Day Plan/ Action research projects	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will have an opportunity for implementing a two day/action research plan under the supervision of the principals Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$30000	Title II Part A, Title I Part A	Instructional Supervisor, Director of State and Federal Programs, Director of Special Education, Superintendent, Principals

Activity - Mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Mentors will be provided a highly qualified and highly effective mentor for certified staff members who are not-highly qualified and/or highly effective based on PGES and/or LEAD report Schools: All Schools	Professional Learning	07/01/2015	12/30/2016	\$2000	Title II Part A	Human Resource, Director of State and Federal Programs, Instructional Supervisor, Principals, Directors

Strategy 5:

Hiring/Recruitment Practices - Develop a process for recruitment efforts and hiring practices based on targeted areas of needs

Category: Management Systems

Activity - Recruitment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school administrators will participate in the St. Catharine bridging event, Campbellsville University Exit Event, and any other recruiting opportunities identified throughout the year. Schools: All Schools	Recruitment and Retention	07/01/2015	12/30/2016	\$0	No Funding Required	Director of State and Federal Programs, Principals

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Activity - Application Process	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a process to ensure information regarding highly qualified status and certification status is provided to SBDM and principals prior to being hired. Schools: All Schools	Recruitment and Retention	07/01/2015	12/30/2016	\$0	No Funding Required	Human Resource Director

Measurable Objective 2:

collaborate to Improve teacher working conditions throughout the district as measured by the March 2017 TELL survey by 05/31/2017 as measured by TELL survey.

Strategy 1:

Teacher Leadership Networks 1 - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under the achievement goal Schools: All Schools	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

Strategy 2:

Monitoring Program Implementation 1 - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches

Goal 6: Reduce the % of students scoring Novice from 21.2% in 2015 to 10.6% in 2020 in Reading and from 20% in 2015 to 10% in 2020 in Math

Measurable Objective 1:

collaborate to reduce the % of students scoring Novice in reading from 17.6% to 15.84% elem., 20.3% to 10.15% middle, and 41.2% to 37.08% high school; and in math from 15.9% to 14.31% elem, 15.5% to 13.95% middle, and 40.5% to 36.45% high school by 05/20/2016 as measured by Next-Generation Learners Achievement Assessment.

Strategy 1:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Activity - Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal

Strategy 2:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Learning Systems

Activity - Curriculum Framework Development; LDC/MDC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	No Funding Required	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
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Strategy 3:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches

Strategy 4:

Nontraditional Instruction Days - WCS will utilize KDE approval to implement a non-traditional instructional plan for up to 5 days of weather-related attendance.

Category: Learning Systems

Activity - Snow Day Planning and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Refer to activity under achievement goal Schools: All Schools	Academic Support Program	07/01/2015	12/30/2016	\$0	No Funding Required	Superintendent; Instructional Supervisor; Principals; Selected Teachers

Goal 7: Monitor the implementation of each school's wellness policy

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Measurable Objective 1:

collaborate to monitor the compliance and implementation of each school's wellness policy annually by 06/30/2016 as measured by an annual wellness policy report.

Strategy 1:

Monitoring wellness policy implementation - Administrators will collect evidence of program implementation in order to evaluate the impact of the wellness policy.

Category: Continuous Improvement

Activity - District Wellness Committee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A district wellness committee will be formed engaging all stakeholders to revise, implement, monitor, and review annually the district wellness policy. Schools: All Schools	Policy and Process	12/01/2015	06/30/2016	\$0	No Funding Required	Director of Food Service
Activity - Annual report	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district and/or schools shall report annually to the board of education a summary of each school's wellness events and/or activities, a description of each school's progress in meeting the school wellness goals, how to access copies of school and district wellness policies, wellness committee contact information, and information on how individuals can get involved. Schools: All Schools	Policy and Process	05/01/2016	06/30/2016	\$0	No Funding Required	Director of Food Service

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

IDEA

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Moinitor graduation plan	During 12th grade (or earlier if plan calls for), DoSE/Assistant DoSE will meet with case manager to ensure each graduating student has a detailed plan of action for next steps to take upon completion of high school	Career Preparation/Orientation, Policy and Process, Academic Support Program, Behavioral Support Program	07/01/2015	06/30/2016	\$1000	DoSE, Assistant DoSE, special ed teachers
Total					\$1000	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
K Readiness Program	Implement k readiness program	Academic Support Program	01/01/2016	12/30/2016	\$5000	Preschool Director, Assistant DoSE, preschool teachers
Total					\$5000	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
AP/LTF Training	Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training.	Professional Learning	07/01/2015	12/30/2016	\$10000	Gifted and Talented Resource Teacher
Total					\$10000	

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Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Two Day Plan/ Action research projects	Teachers will have an opportunity for implementing a two day/action research plan under the supervision of the principals	Professional Learning	07/01/2015	12/30/2016	\$20000	Instructional Supervisor, Director of State and Federal Programs, Director of Special Education, Superintendent, Principals
Homeless student services	Identified homeless students will be referred to FRYSC for extra service supports. Title I part A funds will be utilized to support students at the high school identified as homeless.	Academic Support Program	07/01/2015	06/30/2016	\$500	FRYSC, DPP, Director of State and Federal Programs
AP/LTF Training	Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training.	Professional Learning	07/01/2015	12/30/2016	\$5000	Gifted and Talented Resource Teacher
Total					\$25500	

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Curriculum Framework Development	With support from the district, teachers will collaboratively develop the components of the WCS Curriculum Framework (e.g., curriculum maps, course descriptions, pacing guides, learning progressions, standards-based units, common interim assessments, and summative assessments congruent to Kentucky Academic Standards). By May 2017, WCS will publish the public components of the Framework on the district curriculum website, all teachers will publish their curriculum tools on the district's vclass and communicate class curriculum expectations through their teacher websites.	Policy and Process	02/01/2016	12/30/2016	\$1000	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
New Teacher Induction/Mentoring	All teachers new to WCS will participate in a 12-hour professional learning program to support a smooth and successful transition into WCS. New teacher cadre members may request additional supports through a Mentor who will meet regularly with the new teacher and assist with professional needs.	Professional Learning	07/01/2015	12/30/2016	\$2000	Federal Programs Director; Instructional Supervisor; Instructional Coaches/Deans

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Two Day Plan/ Action research projects	Teachers will have an opportunity for implementing a two day/action research plan under the supervision of the principals	Professional Learning	07/01/2015	12/30/2016	\$10000	Instructional Supervisor, Director of State and Federal Programs, Director of Special Education, Superintendent, Principals
Program Review Coordinators' Cadre	Program Review Coordinators will meet regularly to review formative reports and discuss evidence and justification statements.	Professional Learning, Policy and Process	08/01/2015	12/30/2016	\$5000	Director of Assessment; Program Review Coordinators
LDC/MDC	Teachers will be identified and receive professional learning to support the implementation of the Literacy Design and Math Design Collaborative.	Professional Learning	07/01/2015	12/30/2016	\$1000	Instructional Supervisor
Mentoring	Mentors will be provided a highly qualified and highly effective mentor for certified staff members who are not highly qualified and/or highly effective based on PGES and/or LEAD report	Professional Learning	07/01/2015	12/30/2016	\$2000	Human Resource, Director of State and Federal Programs, Instructional Supervisor, Principals, Directors
AP/LTF Training	Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training.	Professional Learning	07/01/2015	12/30/2016	\$5000	Gifted and Talented Resource Teacher
Total					\$26000	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
LDC/MDC	Refer to activity under achievement goal	Professional Learning	07/01/2015	12/30/2016	\$0	Instructional Supervisor

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Modification Strategy Library Professional Learning	DoSE/Assistant DoSE will meet with special education teachers and/or principals to discuss modifications strategies used and how to ensure vertical continuation of strategies	Professional Learning, Academic Support Program, Behavioral Support Program	10/01/2015	12/30/2016	\$0	DoSE/Assistant DoSE
Modification Strategy Library	DoSE and Assistant DoSE will meet to develop a modifications strategy library used in classrooms across district	Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	DoSE/Assistant DoSE
Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
Curriculum Framework Development	Refer to activity under achievement goal	Policy and Process	02/01/2016	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
Collaborative Inquiry and Analysis (CIA) Teams	District teacher teams will select a problem of practice based on data analysis. Teachers will then meet 6 times after school (1.5 hours each) in order to work through a Plan-Do-Study-Act protocol in order to address their problem of practice. Teachers will research and select strategies to address the problem, identify the most effective strategies, and analyze student work/evidence produced through use of the strategy.	Professional Learning	09/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
Monitoring Student Progress	Data will be collected on student progress	Policy and Process, Academic Support Program	12/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers

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Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
District Wellness Committee	A district wellness committee will be formed engaging all stakeholders to revise, implement, monitor, and review annually the district wellness policy.	Policy and Process	12/01/2015	06/30/2016	\$0	Director of Food Service
Professional Learning focused on homeless identification	All staff members will receive training focused on identification of homeless students and process for reporting	Professional Learning	01/04/2016	12/30/2016	\$0	DPP/homeless liaison
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches;
WCS Instructional Rounds	Administrative team will collaborate to implement instructional rounds based on school-selected problems of practice. Schools will then host the administrative team meeting on a monthly basis and begin each meeting with an instructional round analysis that meets the hosting school's needs.	Professional Learning	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals
Snow Day Planning and Implementation	WCS teachers will develop lesson plans that enable students to complete spiral reviews of learning. Teachers will utilize student work from these lessons to make formative instructional decisions in their classrooms.	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Refer to activity in achievement goal	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Application Process	Develop a process to ensure information regarding highly qualified status and certification status is provided to SBDM and principals prior to being hired.	Recruitment and Retention	07/01/2015	12/30/2016	\$0	Human Resource Director

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Modification Implementation	DoSE/Assistant DoSE will meet with special education teachers to discuss practices for ensuring modifications are implemented effectively	Professional Learning, Policy and Process, Academic Support Program, Behavioral Support Program	12/01/2015	12/30/2016	\$0	DoSE/Assistant DoSE
Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to the activity under the achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals; Instructional Supervisor; Instructional Coaches;
Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
District Advisory Program Team	The district advisory program team will meet regularly to develop a district advisory program framework	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of college and career readiness
Annual report	The district and/or schools shall report annually to the board of education a summary of each school's wellness events and/or activities, a description of each school's progress in meeting the school wellness goals, how to access copies of school and district wellness policies, wellness committee contact information, and information on how individuals can get involved.	Policy and Process	05/01/2016	06/30/2016	\$0	Director of Food Service
WCS Administrative Team Meetings	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals

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WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
CCR Advising Plan	Monitor through monthly site visits the implementation of the College and Career advising plan to all three gear-up Kentucky cohort classes	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness
Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
WCS Administrative Team Meetings	Members of the district administrative team will meet regularly to analyze evidence of program implementation and to plan next steps.	Professional Learning	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals
Commander Academy PLC	Refer to activity under achievement goal	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Lesson Planning Review	Principals will collect weekly lessons plans/snapshots from all teachers. Principals will review and respond to the plans and will discuss lesson plan analysis during district principal team meetings.	Academic Support Program	08/01/2015	12/30/2016	\$0	Superintendent; Principals
Interest Inventory	DoSE will support Case Managers in meeting with IEP students to complete interest inventories.	Career Preparation/Orientation, Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	DoSE, Assistant DoSE, special ed teachers
Persistence to Graduation Tool Professional Learning	Counselors will receive professional learning which supports utilization of the Persistence to Graduation Tool.	Professional Learning, Academic Support Program	06/01/2015	06/30/2016	\$0	Director of Special Education and DPP

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Monitoring program effectiveness	Program effectiveness discussions will occur throughout the year during leadership team meetings meet with principals to discuss effectiveness	Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
CCR spreadsheet	Monitor the utilization of the CCR spreadsheet for 7th through 12th grade students to track college and career readiness data. During CCR PLCs, collaborate to create individual plans for students based on their college readiness assessments and career readiness.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College/Career Readiness
Parent Involvement	Meet with parents regarding K readiness program	Community Engagement	12/01/2015	02/01/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
Monitor interventions/supports	Monitor the implementation of an advisory program framework which identifies students for interventions/supports through school reports to the district leadership team and monthly Gear-up KY site meetings.	Academic Support Program	06/01/2015	12/30/2016	\$0	Director of College, Career, and Community Services
Graduation Plan	DoSE, Assistant DoSE will meet in PLC with case managers to discuss the students post-secondary goal and steps needed to reach goal	Career Preparation/Orientation	12/01/2014	06/30/2016	\$0	DoSE, Assistant DoSE, special ed teachers
Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers

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Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers Gifted and Talented Resource Teacher
Refine	Preschool staff will refine and develop age appropriate literacy/numeracy interventions.	Professional Learning	10/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
Community Involvement Participation	District Rep. attends various community civic organizations on a regular basis. These include: SWEDA, WOW, City Action Planning, Work Ready Communities	Community Engagement	07/01/2015	12/30/2016	\$0	Director of CCR
Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Recruitment	District and school administrators will participate in the St. Catharine bridging event, Campbellsville University Exit Event, and any other recruiting opportunities identified throughout the year.	Recruitment and Retention	07/01/2015	12/30/2016	\$0	Director of State and Federal Programs, Principals
College and Career Pathways	Monitor the development, publishing, and communication of the various methods college and career course taking pathway opportunities at the high school.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness

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Commander Academy PLC	CA teachers and administrators will collaborate in a PLC that meets regularly in order to analyze student performance and program implementation measures.	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under achievement goal	Professional Learning	09/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
Curriculum Audit	A team will conduct viable curriculum audits in all schools, focused on the areas of mathematics and reading.	Academic Support Program	01/01/2016	12/30/2016	\$0	Instructional Supervisor; Instructional Coaches; Principals
Commander Academy PLC	Refer to activity under achievement goal	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Total					\$0	

Title VI

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Curriculum Framework Development	With support from the district, teachers will collaboratively develop the components of the WCS Curriculum Framework (e.g., curriculum maps, course descriptions, pacing guides, learning progressions, standards-based units, common interim assessments, and summative assessments congruent to Kentucky Academic Standards). By May 2017, WCS will publish the public components of the Framework on the district curriculum website, all teachers will publish their curriculum tools on the district's vclass and communicate class curriculum expectations through their teacher websites.	Policy and Process	02/01/2016	12/30/2016	\$1000	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
Total					\$1000	

Grant Funds

KDE Comprehensive Improvement Plan for Districts

Washington County

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
LDC/MDC	Teachers will be identified and receive professional learning to support the implementation of the Literacy Design and Math Design Collaborative.	Professional Learning	07/01/2015	12/30/2016	\$14000	Instructional Supervisor
AP/LTF Training	Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training.	Professional Learning	07/01/2015	12/30/2016	\$5000	Gifted and Talented Resource Teacher
Curriculum Framework Development	With support from the district, teachers will collaboratively develop the components of the WCS Curriculum Framework (e.g., curriculum maps, course descriptions, pacing guides, learning progressions, standards-based units, common interim assessments, and summative assessments congruent to Kentucky Academic Standards). By May 2017, WCS will publish the public components of the Framework on the district curriculum website, all teachers will publish their curriculum tools on the district's vclass and communicate class curriculum expectations through their teacher websites.	Policy and Process	02/01/2016	12/30/2016	\$16000	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
Total					\$35000	

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
Homeless student services	Identified homeless students will be referred to FRYSC for extra service supports. Title I part A funds will be utilized to support students at the high school identified as homeless.	Academic Support Program	07/01/2015	06/30/2016	\$500	FRYSC, DPP, Director of State and Federal Programs
Persistence to Graduation Tool Professional Learning	Counselors will receive professional learning which supports utilization of the Persistence to Graduation Tool.	Professional Learning, Academic Support Program	06/01/2015	06/30/2016	\$0	Director of Special Education and DPP
Monitor interventions/supports	Monitor the implementation of an advisory program framework which identifies students for interventions/supports through school reports to the district leadership team and monthly Gear-up KY site meetings.	Academic Support Program	06/01/2015	12/30/2016	\$0	Director of College, Career, and Community Services
District Advisory Program Team	The district advisory program team will meet regularly to develop a district advisory program framework	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of college and career readiness
Parent Involvement	Meet with parents regarding K readiness program	Community Engagement	12/01/2015	02/01/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
WCS Instructional Rounds	Administrative team will collaborate to implement instructional rounds based on school-selected problems of practice. Schools will then host the administrative team meeting on a monthly basis and begin each meeting with an instructional round analysis that meets the hosting school's needs.	Professional Learning	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals
WCS Administrative Team Meetings	Members of the district administrative team will meet regularly to analyze evidence of program implementation and to plan next steps.	Professional Learning	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals

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Washington County

Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
Collaborative Inquiry and Analysis (CIA) Teams	District teacher teams will select a problem of practice based on data analysis. Teachers will then meet 6 times after school (1.5 hours each) in order to work through a Plan-Do-Study-Act protocol in order to address their problem of practice. Teachers will research and select strategies to address the problem, identify the most effective strategies, and analyze student work/evidence produced through use of the strategy.	Professional Learning	09/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
Commander Academy PLC	CA teachers and administrators will collaborate in a PLC that meets regularly in order to analyze student performance and program implementation measures.	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Curriculum Framework Development	With support from the district, teachers will collaboratively develop the components of the WCS Curriculum Framework (e.g., curriculum maps, course descriptions, pacing guides, learning progressions, standards-based units, common interim assessments, and summative assessments congruent to Kentucky Academic Standards). By May 2017, WCS will publish the public components of the Framework on the district curriculum website, all teachers will publish their curriculum tools on the district's vclass and communicate class curriculum expectations through their teacher websites.	Policy and Process	02/01/2016	12/30/2016	\$18000	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
LDC/MDC	Teachers will be identified and receive professional learning to support the implementation of the Literacy Design and Math Design Collaborative.	Professional Learning	07/01/2015	12/30/2016	\$15000	Instructional Supervisor
AP/LTF Training	Teachers will be identified and receive professional learning to support the implementation of Laying the Foundation and AP training.	Professional Learning	07/01/2015	12/30/2016	\$25000	Gifted and Talented Resource Teacher
Lesson Planning Review	Principals will collect weekly lesson plans/snapshots from all teachers. Principals will review and respond to the plans and will discuss lesson plan analysis during district principal team meetings.	Academic Support Program	08/01/2015	12/30/2016	\$0	Superintendent; Principals

KDE Comprehensive Improvement Plan for Districts

Washington County

Snow Day Planning and Implementation	WCS teachers will develop lesson plans that enable students to complete spiral reviews of learning. Teachers will utilize student work from these lessons to make formative instructional decisions in their classrooms.	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under achievement goal	Professional Learning	09/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
Commander Academy PLC	Refer to activity under achievement goal	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Curriculum Framework Development	Refer to activity under achievement goal	Policy and Process	02/01/2016	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
LDC/MDC	Refer to activity under achievement goal	Professional Learning	07/01/2015	12/30/2016	\$0	Instructional Supervisor
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to the activity under the achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals; Instructional Supervisor; Instructional Coaches;
Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers

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Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal
Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
Snow Day Planning and Implementation	Refer to activity under achievement goal	Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Instructional Supervisor; Principals; Selected Teachers
Collaborative Inquiry and Analysis (CIA) Teams; Commander Academy PLC	Refer to activity in achievement goal	Professional Learning, Policy and Process	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers Instructional Supervisor; Commander Academy teachers; Commander Academy principal

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Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches;
Commander Academy PLC	Refer to activity under achievement goal	Policy and Process	07/01/2015	06/30/2016	\$0	Instructional Supervisor; Commander Academy teachers; Commander Academy principal
WCS Administrative Team Meetings	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals
Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
Curriculum Framework Development; LDC/MDC	Refer to activity under achievement goal	Professional Learning, Policy and Process	07/01/2015	12/30/2016	\$0	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers Gifted and Talented Resource Teacher

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WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
Collaborative Inquiry and Analysis (CIA) Teams	Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers
WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit	Refer to activity under achievement goal	Professional Learning, Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches
New Teacher Induction/Mentoring	All teachers new to WCS will participate in a 12-hour professional learning program to support a smooth and successful transition into WCS. New teacher cadre members may request additional supports through a Mentor who will meet regularly with the new teacher and assist with professional needs.	Professional Learning	07/01/2015	12/30/2016	\$2000	Federal Programs Director; Instructional Supervisor; Instructional Coaches/Deans
Program Review Coordinators' Cadre	Program Review Coordinators will meet regularly to review formative reports and discuss evidence and justification statements.	Professional Learning, Policy and Process	08/01/2015	12/30/2016	\$5000	Director of Assessment; Program Review Coordinators
Two Day Plan/ Action research projects	Teachers will have an opportunity for implementing a two day/action research plan under the supervision of the principals	Professional Learning	07/01/2015	12/30/2016	\$30000	Instructional Supervisor, Director of State and Federal Programs, Director of Special Education, Superintendent, Principals
Monitoring program effectiveness	Program effectiveness discussions will occur throughout the year during leadership team meetingsmeet with principals to discuss effectiveness	Policy and Process, Academic Support Program	07/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers

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Washington County

Modification Strategy Library	DoSE and Assistant DoSE will meet to develop a modifications strategy library used in classrooms across district	Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	DoSE/Assistant DoSE
Modification Strategy Library Professional Learning	DoSE/Assistant DoSE will meet with special education teachers and/or principals to discuss modifications strategies used and how to ensure vertical continuation of strategies	Professional Learning, Academic Support Program, Behavioral Support Program	10/01/2015	12/30/2016	\$0	DoSE/Assistant DoSE
Modification Implementation	DoSE/Assistant DoSE will meet with special education teachers to discuss practices for ensuring modifications are implemented effectively	Professional Learning, Policy and Process, Academic Support Program, Behavioral Support Program	12/01/2015	12/30/2016	\$0	DoSE/Assistant DoSE
Interest Inventory	DoSE will support Case Mangers in meeting with IEP students to complete interest inventories.	Career Preparation/Orientation, Academic Support Program, Behavioral Support Program	08/01/2015	06/30/2016	\$0	DoSE, Assistant DoSE, special ed teachers
Community Involvement Participation	District Rep. attends various community civic organizations on a regular basis. These include: SWEDA, WOW, City Action Planning, Work Ready Communities	Community Engagement	07/01/2015	12/30/2016	\$0	Director of CCR
Recruitment	District and school administrators will participate in the St. Catharine bridging event, Campbellsville University Exit Event, and any other recruiting opportunities identified throughout the year.	Recruitment and Retention	07/01/2015	12/30/2016	\$0	Director of State and Federal Programs, Principals
Application Process	Develop a process to ensure information regarding highly qualified status and certification status is provided to SBDM and principals prior to being hired.	Recruitment and Retention	07/01/2015	12/30/2016	\$0	Human Resource Director

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Washington County

Mentoring	Mentors will be provided a highly qualified and highly effective mentor for certified staff members who are not highly qualified and/or highly effective based on PGES and/or LEAD report	Professional Learning	07/01/2015	12/30/2016	\$2000	Human Resource, Director of State and Federal Programs, Instructional Supervisor, Principals, Directors
District Wellness Committee	A district wellness committee will be formed engaging all stakeholders to revise, implement, monitor, and review annually the district wellness policy.	Policy and Process	12/01/2015	06/30/2016	\$0	Director of Food Service
Annual report	The district and/or schools shall report annually to the board of education a summary of each school's wellness events and/or activities, a description of each school's progress in meeting the school wellness goals, how to access copies of school and district wellness policies, wellness committee contact information, and information on how individuals can get involved.	Policy and Process	05/01/2016	06/30/2016	\$0	Director of Food Service
Professional Learning focused on homeless identification	All staff members will receive training focused on identification of homeless students and process for reporting	Professional Learning	01/04/2016	12/30/2016	\$0	DPP/homeless liaison
Total					\$97500	

Washington County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
CCR spreadsheet	Monitor the utilization of the CCR spreadsheet for 7th through 12th grade students to track college and career readiness data. During CCR PLCs, collaborate to create individual plans for students based on their college readiness assessments and career readiness.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College/Career Readiness
CCR Advising Plan	Monitor through monthly site visits the implementation of the College and Career advising plan to all three gear-up Kentucky cohort classes	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness
Total					\$0	

Washington County High 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

Washington County

CCR spreadsheet	Monitor the utilization of the CCR spreadsheet for 7th through 12th grade students to track college and career readiness data. During CCR PLCs, collaborate to create individual plans for students based on their college readiness assessments and career readiness.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College/Career Readiness
CCR Advising Plan	Monitor through monthly site visits the implementation of the College and Career advising plan to all three gear-up Kentucky cohort classes	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness
College and Career Pathways	Monitor the development, publishing, and communication of the various methods college and career course taking pathway opportunities at the high school.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness
Graduation Plan	DoSE, Assistant DoSE will meet in PLC with case managers to discuss the students post-secondary goal and steps needed to reach goal	Career Preparation/Orientation	12/01/2014	06/30/2016	\$0	DoSE, Assistant DoSE, special ed teachers
Curriculum Audit	A team will conduct viable curriculum audits in all schools, focused on the areas of mathematics and reading.	Academic Support Program	01/01/2016	12/30/2016	\$0	Instructional Supervisor; Instructional Coaches; Principals
Monitor graduation plan	During 12th grade (or earlier if plan calls for), DoSE/Assistant DoSE will meet with case manager to ensure each graduating student has a detailed plan of action for next steps to take upon completion of high school	Career Preparation/Orientation, Policy and Process, Academic Support Program, Behavioral Support Program	07/01/2015	06/30/2016	\$1000	DoSE, Assistant DoSE, special ed teachers
Total					\$1000	

Washington County Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Refine	Preschool staff will refine and develop age appropriate literacy/numeracy interventions.	Professional Learning	10/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers

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Washington County

K Readiness Program	Implement k readiness program	Academic Support Program	01/01/2016	12/30/2016	\$5000	Preschool Director, Assistant DoSE, preschool teachers
Monitoring Student Progress	Data will be collected on student progress	Policy and Process, Academic Support Program	12/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
Total					\$5000	

North Washington Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
CCR spreadsheet	Monitor the utilization of the CCR spreadsheet for 7th through 12th grade students to track college and career readiness data. During CCR PLCs, collaborate to create individual plans for students based on their college readiness assessments and career readiness.	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College/Career Readiness
CCR Advising Plan	Monitor through monthly site visits the implementation of the College and Career advising plan to all three gear-up Kentucky cohort classes	Career Preparation/Orientation	07/01/2015	12/30/2016	\$0	Director of College and Career Readiness
Refine	Preschool staff will refine and develop age appropriate literacy/numeracy interventions.	Professional Learning	10/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
K Readiness Program	Implement k readiness program	Academic Support Program	01/01/2016	12/30/2016	\$5000	Preschool Director, Assistant DoSE, preschool teachers
Monitoring Student Progress	Data will be collected on student progress	Policy and Process, Academic Support Program	12/01/2015	12/30/2016	\$0	Preschool Director, Assistant DoSE, preschool teachers
Total					\$5000	

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?

- * Are Washington County students graduating College/Career Ready as measured by the state accountability system, Unbridled Learning:
 - * College- and Career-Ready for All?
- * Where are our areas of strengths and weaknesses?
- * How much do our parents understand about test scores, report cards, and what students need to know to be successful?
- * What strengths and challenges does Washington County face with professional learning practice and implementation?
- * What areas and when do we begin to see student achievement decline?
- * Are highly effective teaching and learning practices being implemented within all schools?
- * Is there a culture that supports professional learning within the Washington County Schools?

Areas of Strengths

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

District Unbridled Learning Data:

The data shows that our district scored in the 76th percentile for the 2014-2015 school year. Our district has earned the classifications of being a proficient and progressing district. Washington County was also rewarded with the category of a high progress district. However, the 2015 district overall score ranking for Washington County was 110th out of 173 school districts. In terms of performance on the state assessments, our district performed above the state average in the area of achievement for elementary reading and language mechanics; and middle school social studies, language mechanics, and writing. The elementary schools' non-duplicated gap group scored higher than the state in reading, social studies, and language mechanics. The middle schools' non-duplicated gap group scored higher than the state in reading, mathematics, writing, and language mechanics. Our district scored above the state average in college and/or career readiness. The district's graduation rate is above the state average at 98.5%. The elementary, middle, and high school all received proficient status for program review accountability.

District Equity Data:

The working conditions data is based on an analysis of the TELL Kentucky results from the spring of 2015. The results of the TELL survey for Washington County demonstrates positive working conditions and the majority of teachers and administrators are satisfied with the teaching and learning conditions in their school. Managing student conduct, community engagement and support as well as school leadership were rated higher than the state by Washington County teachers.

District Professional Growth and Effectiveness Data:

90% of school teachers and leaders were rated exemplary/accomplished based on the Kentucky Framework for Teaching and Certified Evaluation process during the 2014-2015 school year. The overall student growth rating of teachers and leaders was 85% meeting high/expected student growth.

Opportunities for Improvement

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

The 2014-2015 data for the Washington County School District shows an upward trend towards proficiency targets in reading and math. However, the rate of increase is not enough to meet the targets set by the state for our district. Other areas for improvement are:

- *Novice reduction

- *Early learning program

- *Goal setting at the school, classroom, and individual student level

- *GAP

- *High school Mathematics

- *Elementary and high school Social Studies

- *Writing on-demand

- *Continue to improve the professional growth and effectiveness process

- *Recruiting and retaining effective professionals

The district improvement plan along with the school improvement plans focus on these areas of improvement for the 2015-2016 school year.

Oversight and Monitoring

Describe your processes and interventions for monitoring continuous improvement.

The Washington County School District administration is committed to an ongoing, systemic, cyclical continuous improvement process focused on student learning. Our process includes the collection and analysis of multiple sources of data across all schools to determine strengths and growth areas as well as the contributing factors to prioritize our needs. We develop our comprehensive district improvement plan (CDIP) and provide support to the schools as they develop the Comprehensive school improvement plans (CSIPs). Both the District and Schools' improvement plans set specific, measureable, appropriate, realistic, and time-bound goals (SMART Goals) based on the analyzed data results along with strategies and activities to address our growth areas. After developing the CDIP and CSIPs, our district and schools implement the plans, collect data, and at least quarterly stops to discuss as a team the status of the plan through implementation and impact checks in order to evaluate as well as make adjustments. Then, our improvement cycle begins again. During monthly leadership meetings, principals and district administrators discuss best practices, instructional rounds data, walk-through results, data, teacher effectiveness data, and what is working in the schools. This process acknowledges the importance of engaging administrators, teachers, and parents in discussions throughout the whole district improvement process.

Conclusion

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

We are making excellent progress in many areas in our district. However, as the data shows, there are still areas of focus for the Washington County School District to intentionally target improvement strategies.

Compliance and Accountability - Districts

Introduction

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

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

Planning and Accountability Requirements

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

Goal 1:

Improve equitable access to effective teachers and leaders to ensure that all students are taught by effective educators

Measurable Objective 1:

collaborate to increase the percent of teachers, other professionals, and principals rated at or above developing according to the professional growth and effectiveness system by 06/30/2016 as measured by Professional Development Summative of Evidence data.

Strategy1:

Hiring/Recruitment Practices - Develop a process for recruitment efforts and hiring practices based on targeted areas of needs

Category: Management Systems

Research Cited:

Activity - Recruitment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school administrators will participate in the St. Catharine bridging event, Campbellsville University Exit Event, and any other recruiting opportunities identified throughout the year.	Recruitment and Retention	07/01/2015	12/30/2016	\$0 - No Funding Required	Director of State and Federal Programs, Principals

Activity - Application Process	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Develop a process to ensure information regarding highly qualified status and certification status is provided to SBDM and principals prior to being hired.	Recruitment and Retention	07/01/2015	12/30/2016	\$0 - No Funding Required	Human Resource Director

Strategy2:

Professional Learning and Support 1 - The district will provide support to ensure teachers and principals are not only highly qualified but effective

Category: Professional Learning & Support

Research Cited:

KDE Comprehensive Improvement Plan for Districts

Washington County

Activity - Mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Mentors will be provided a highly qualified and highly effective mentor for certified staff members who are not-highly qualified and/or highly effective based on PGES and/or LEAD report	Professional Learning	07/01/2015	12/30/2016	\$2000 - Title II Part A	Human Resource, Director of State and Federal Programs, Instructional Supervisor, Principals, Directors

Activity - New Teacher Induction/Mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers new to WCS will participate in a 12-hour professional learning program to support a smooth and successful transition into WCS. New teacher cadre members may request additional supports through a Mentor who will meet regularly with the new teacher and assist with professional needs.	Professional Learning	07/01/2015	12/30/2016	\$2000 - Title II Part A	Federal Programs Director; Instructional Supervisor; Instructional Coaches/Deans

Activity - Two Day Plan/ Action research projects	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will have an opportunity for implementing a two day/action research plan under the supervision of the principals	Professional Learning	07/01/2015	12/30/2016	\$20000 - Title I Part A \$10000 - Title II Part A	Instructional Supervisor, Director of State and Federal Programs, Director of Special Education, Superintendent, Principals

Activity - Program Review Coordinators' Cadre	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Program Review Coordinators will meet regularly to review formative reports and discuss evidence and justification statements.	Professional Learning Policy and Process	08/01/2015	12/30/2016	\$5000 - Title II Part A	Director of Assessment; Program Review Coordinators

Strategy3:

Monitoring Program Implementation - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Research Cited:

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit; Lesson Planning Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Refer to activity under achievement goal	Professional Learning Academic Support Program Policy and Process	07/01/2015	12/30/2016	\$0 - No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches

Strategy4:

Teacher Leadership Networks - The Washington County District Leadership Network Team and School-Level Content Network Leadership

SY 2015-2016

KDE Comprehensive Improvement Plan for Districts

Washington County

Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Research Cited:

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0 - No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

Strategy5:

Curriculum Framework Development - Curriculum teams will work to develop the components of the Washington County Curriculum Framework.

Category: Learning Systems

Research Cited:

Activity - Curriculum Framework Development; LDC/MDC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Refer to activity under achievement goal	Professional Learning Policy and Process	07/01/2015	12/30/2016	\$0 - No Funding Required	Instructional Supervisor; Principals; Instructional Coaches/Deans; Teacher Leaders; Teachers Gifted and Talented Resource Teacher

Measurable Objective 2:

collaborate to Improve teacher working conditions throughout the district as measured by the March 2017 TELL survey by 05/31/2017 as measured by TELL survey.

Strategy1:

Monitoring Program Implementation 1 - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Research Cited:

KDE Comprehensive Improvement Plan for Districts

Washington County

Activity - WCS Administrative Team Meetings; WCS Instructional Rounds; Curriculum Audit	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Refer to activity under achievement goal	Academic Support Program Policy and Process Professional Learning	07/01/2015	12/30/2016	\$0 - No Funding Required	Superintendent; Directors; Principals Instructional Supervisor; Instructional Coaches

Strategy2:

Teacher Leadership Networks 1 - The Washington County District Leadership Network Team and School-Level Content Network Leadership Teams will meet regularly in order to lead the work of the state-level network meetings. The focus of the work will be on curriculum, assessment, and instructional strategies.

Category: Continuous Improvement

Research Cited:

Activity - Collaborative Inquiry and Analysis (CIA) Teams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0 - No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

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

Goal 1:

Improve equitable access to effective teachers and leaders to ensure that all students are taught by effective educators

Measurable Objective 1:

collaborate to improve teacher working conditions throughout the district as measured by the March 2017 TELL survey by 05/31/2017 as measured by TELL survey.

Strategy1:

Monitoring Program Implementation 1 - Teachers, administrators, and instructional coaches will collect evidence of ongoing program implementation. Program adjustments will be made based on evidence.

Category: Continuous Improvement

Research Cited:

KDE Comprehensive Improvement Plan for Districts

Washington County

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Refer to activity under the achievement goal	Professional Learning	07/01/2015	06/30/2016	\$0 - No Funding Required	Superintendent; Directors; Principals; Instructional Coaches/Deans; Teachers

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.	No	Washington County Elementary School and Washington County Middle School share a Spanish teacher who is currently emergency certified and is currently studying for the Praxis exam. The district has provided a mentor who is providing tutoring services to her in order to help her pass the praxis exam in the Spring.	

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		

KDE Comprehensive Improvement Plan for Districts

Washington County

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

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

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

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

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

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

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

KDE Comprehensive Improvement Plan for Districts

Washington County

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

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		

KDE Comprehensive Improvement Plan for Districts

Washington County

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		

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.	N/A		

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

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.	N/A		

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.	N/A		

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

KDE Comprehensive Improvement Plan for Districts

Washington County

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		

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		

KDE Comprehensive Improvement Plan for Districts

Washington County

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

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

Equitable Access Diagnostic

Introduction

Description

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

Needs Assessment

Label	Assurance	Response	Comment	Attachment
1.1	Has a review of the data has been conducted to determine barriers to achieve equitable access to effective educators within the district?	Yes	Highly Qualified Report LEAD report TELL Survey Data School Report card PGES data National Board Certified Teacher Data	

What are the barriers?

- Late hiring dates
- Small rural district
- Lack of active recruitment at the school level
- Alternative Certified teachers

List the data sources used to identify the barriers.

- Application files
- Human Resource Coordinator discussions
- TELL Survey data
- School Report Card
- PGES data
- Staffing
- LEAD
- Highly Qualified Reports
- Certifications

What are the root causes of those identified barriers?

- Lack of targeted teacher recruitment practices
- School location in rural community
- Need for more individualized and intentional mentoring program for new or inexperienced teachers at the school level
- Lack of application screening and exit interview processes at the district/school level
- Late hiring dates

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

90% of teachers and principals who were on a Summative cycle during the 2014-2015 school year were rated as effective (accomplished or exemplary). 89% of teachers and 100% (4) principals were rated overall as effective (accomplished or exemplary) during 2014-2015.

Equitable Access Strategies

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

The superintendent and other district administrators work with each school's principal and SBDM counsels in order to help schools implement the policies for assignment of students to classes/teachers in order to ensure equity. Also, in some of our schools there may only be one teacher who is assigned to teach the content to all the students.

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

Principals and teachers review universal screeners, common assessment results, PGES evaluation data, state assessment results, student growth data, and demographic data on a regular basis. This data is used by the principal to make recommendations to SBDM in order to ensure students are not assigned to inexperienced, ineffective, or out-of-field teachers more often than their peers.

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

Each of the four schools, analyze student level data after each MAP assessment, common assessment, and on a regular basis throughout the year. Based on the data, principals work with the superintendent to determine if any additional supports are needed. If it is determined that a school needs a teacher for a specific area, district administrators will contact the surrounding post-secondary colleges for recruiting purposes. Also, district and school administrators attend teacher preparation exit programs at St. Catharine College and Campbellsville University with a list of future positions needing to be filled to help identify potential teachers.

Recruitment and Retention: How does the district recruit teachers who are effective in implementing practices that are targeted to support the diverse learning needs of minority students, low income students, Limited English Proficient and Exception Children and Youth?

Each of the four schools, analyze student level data after each MAP assessment, common assessment, and on a regular basis throughout the year. Based on the data, principals work with the superintendent to determine if any additional supports are needed. If it is determined that a school needs a teacher for a specific area, district administrators will contact the surrounding post-secondary colleges for recruiting purposes. The district partners with local Universities and Colleges for student practicum opportunities, student teaching opportunities, teacher preparation exit programs, mock interviews. Lastly, the district utilizes the Kentucky Educator Placement Service Program to advertise open positions.

Recruitment and Retention: How does the district recruit effective teachers and leaders to its high poverty, high minority, lowest achieving schools or schools with higher populations of Limited English Proficient or Exceptional Children and Youth?

Each of the four schools, analyze student level data after each MAP assessment, common assessment, and on a regular basis throughout the year. Based on the data, principals work with the superintendent to determine if any additional supports are needed. If it is determined that a school needs a teacher for a specific area, district administrators will contact the surrounding post-secondary colleges for recruiting purposes. The district partners with local Universities and Colleges for student practicum opportunities, student teaching opportunities, teacher preparation exit programs, mock interviews. Lastly, the district utilizes the Kentucky Educator Placement Service Program to advertise open positions.

Recruitment and Retention: How does the district retain effective teachers retained in high poverty, high minority, low achieving schools or schools with higher populations of Limited English Proficient and Exceptional Children and Youth? Identify any incentives.

Offer teacher leadership opportunities
Tuition reimbursement program
Mentoring program
Induction program
National Board Certified Teacher supports
2 day plan/action research opportunities
Positive working environment

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

A new teacher induction and mentoring program is offered to all teachers new or inexperienced teachers within the Washington County School District. The induction program is 12 sessions focused on helping new teachers transition into Washington County Schools. Mentors are provided to new, inexperienced, and/or out-of-field teachers based on teacher request or principal recommendation. All teachers especially new, inexperienced, and/or out-of-field teachers have individual targeted professional development plans developed in collaboration with his/her principal and aligned to the Framework for Teaching. Each teacher has a parallel partner or parallel partner group which meet often focused on professional learning needs.

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

Mentoring opportunities
Targeted professional growth plans developed by or with evaluator.
Modeling and/or observing other classrooms
School Instructional Coach/Instructional Dean Support

Peer assigned to assist in area of focus

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

The TELL survey results are analyzed by each school administrator to determine areas of strengths and weaknesses. Based on the data, each principal in collaboration with the superintendent draft a working conditions goal and action plan to address the needs determined through the data analysis. The plan is implemented and evaluated at the end of the evaluation cycle.

Questions

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

Please refer to the CDIP Goals, objectives, strategies, and activities created under the equitable access goal.