

# Fulton County School's 19-20 Comprehensive District Improvement Plan (CDIP)

## Rationale

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

## Operational Definitions

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

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

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

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

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

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

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

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

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

## Requirements for Building an Improvement Plan

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

## Explanations/Directions

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

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

## 1: Proficiency Goal

Goal 1 (State your proficiency goal.): By 2022, Fulton County School District will increase the combined (reading and mathematics) % of proficient /distinguished students from 33.57% to 65%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 Fulton County Schools Will collaborate to increase the overall combined reading and math proficiency by May 2020 as measured by KPREP 31.75 to 50% elementary, 32.8 to 50% middle school and 28.35 to 50% high school	KCWP 1: Design and Deploy Standards	K-12 Curriculum Alignment: Teachers will continue to review and revise curriculum maps and pacing guides to KAS standards as gaps are identified. Teachers and administrators will watch KAS webinars to help with this process.	All maps K-12 will be uploaded to google drive by fall break. Level of student engagement, effective instructional practices. Unit and lesson plans	Principals, Academic Coach and district admin will review maps and give feedback to principals and teachers individually as maps are uploaded	KAS grant
	KCWP 2: Design and Deliver Instruction	Professional Learning Communities: Teacher leaders at the center of engaging, relevant professional dialogues aimed at improving practice districtwide to benefit every student.	Teacher Effectiveness Agendas, minutes Academic and nonacademic Data IC Coaching Observations	Principals and district admin will attend school PLCs Walkthroughs x2 a month	
	KCWP 4: Review, Analyze and Apply Data	Coaching: K-12content area teachers will be provided with training and resources in order to deliver instruction. Included is job-embedded training, coaching literacy through PLCs and demonstration of lessons. Aligned to teacher growth plans	Growth plans completed 1 <sup>st</sup> 30 days	Principals feedback in 30 days	
		5 Star Classrooms Power Standards grades 5-8: Teachers will identify both reading and mathematics power standards for each grade level.	Created by each teacher and principals during PLC	Teacher and administration monitor each 9 weeks and communicate with parents	
			Assessment Plan: Schools will develop assessment plans aligning to 4x monitoring and utilizing consistent data points across the	Assessment Calendar	Principals, Academic Coach, and district admin will review assessments and feedback provided within 3 days

Goal 1 (State your proficiency goal.): By 2022, Fulton County School District will increase the combined (reading and mathematics) % of proficient /distinguished students from 33.57% to 65%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		district			
		Strategic Leadership; Facilitates the establishment of high academic goals for all, will develop monitoring protocols to ensure effectiveness and respond frequently to process data strategically.	Coaching observations Aimsweb Growth, Case Growth, Aspire and Act proficiency Teacher and student attendance KOSSA and Brigance Data	Team Pilot meetings District Data days PLCs	
		PBIS: District Supports K-8 schools implementing Positive Behavioral Interventions and Supports PBIS to minimize the impact of negative behaviors impacting instructional time	Little to no instruction loss due to disciplinary issues	IC discipline reports	
		Practice ACT: Administered in the fall to all students grades 9-11 for individual goal setting and growth measures.	All students in grades will have a valid baseline measure in which to set growth goals	4x plans will be reviewed , monitored and feedback given	
		District Admin Team: Monthly curriculum/data meetings led by Supt. and Asst. Supt. to build school leader efficacy around data analysis and instructional practices.	School teams engage in data-driven decision making to support quality instruction	Observations of school teams	
District Leadership Retreat: District Leaders, Principals and principals participate in an annual district retreat prior to the start of the school year to establish district priorities for the year connected to realizing the district's vision and mission.	Implementation of strategies during school visits and walkthroughs	Collaborative Planning With Admin team			
Objective 2 Fulton County Schools will	KCWP 1: Design and Deploy Standards	Curriculum Mapping, pacing guides and unit planning through PLCs	Wakthrough data analysis	Supt. Asst. Supt. Principals and Academic Coach	

Goal 1 (State your proficiency goal.): By 2022, Fulton County School District will increase the combined (reading and mathematics) % of proficient /distinguished students from 33.57% to 65%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Increase Reading proficiency score by May 2020 as measured by the KPREP (ES to 50, MS to 50 and the HS to 50.	KCWP 2 Design and deliver instruction KCWP 3: Design and Deliver Assessment Literacy and KCWP 4: Review, Analyze and Apply Data	Systems/processes/protocols will be discussed at district admin meetings to ensure content and assessment results both formative and summative to meet students' needs	Curriculum maps in Google Drive PD Evaluations Informal and formal teacher observations		
		Data boards, data spreadsheets and post its will be used by teacher and admin to analyze student performance at all 3 schools.	PD Evaluations Needs Assessment Plus/Delta Student work samples		

## 2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal.): Fulton County Schools will increase the Separate Academic Indicator proficiency rate from 12.5 % at the ES to 50% in Science, and 20. 1 to 50% in Science, Social Studies and On-Demand Writing at the MS and from 40% to 60% in Science and 80% to 100% Writing at the HS by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 By 2020, increase the Separate Academic Indicator from 12.5% to 45% at ES and 20.1 to 60% at MS and from 60% to 90% at HS.	KCWP 1 Design and Deploy Standards	Teacher reps from all 3 schools will collaboratively research and review science and social studies curriculum with support from the academic coach, supv. of inst. Principals and other district admin.	Pacing Guides and curriculum support documents Unit and lesson plans		
		Writing plans will be modified for intentional inclusion of all content areas to establish strong writing skills associated with all content areas.	Writing plans uploaded to Google drive Student work samples		
	KCWP 4	Students will participate in Learning	Data notebooks	Principals , academic coach and district	

Goal 2 (State your separate academic indicator goal.): Fulton County Schools will increase the Separate Academic Indicator proficiency rate from 12.5 % at the ES to 50% in Science, and 20. 1 to 50% in Science, Social Studies and On-Demand Writing at the MS and from 40% to 60% in Science and 80% to 100% Writing at the HS by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		checks which also includes On-demand writing and will monitor their own progress towards proficiency	Student conferencing notes	admin Student conferencing notes	
	KCWP 5 KCWP 2	School Leaders will utilize internal and external resources to provide active learning experiences for students	Writing workshops geared towards resume writing Science Fair and Field trips to Discovery Park, Challenger Center and Colleges	Student Work samples And extension assignments based on field trips	
		TCTs will be utilized in science classrooms to ensure rigorous student practices.	Completed TCTs		
		Social Studies teachers will attend KDE PD on the new Kentucky Social Studies Standards	Curriculum maps Pacing Guides Lesson Plans	School and District Administrators	
		Intermediate and MS Science teacher will attend PIMSER training for supplemental professional learning.	Unit plans	School Administrators	

### 3: Growth

Goal 3 (State your growth goal.): By 2022, Fulton County Schools will increase the percentage of students scoring growth points (50 or Higher) in the combined reading and math scores from 41.6% to 100%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 FCES will increase the percentage of students scoring growth points (50 or higher) in combined reading and mathematics scores by May 2020 as measured by the state assessment from 44.35% to 75% and Fulton County Middle school will increase the percentage of students scoring (50 or higher) in combined reading and math scores by May 20220 as measured by the state assessment from 35.85% to 75%.	KCWP 4	District and School leadership will ensure teachers use data to determine student needs.	Student Data from PLC RTI data Decrease in Tier 3 and Tier 2 percentages	Teachers, school/district administrators ongoing PLCs	
		Teachers utilized the systems in place in order to monitor student progress on standards in order to know mastery.	Data notebooks Power Standards	Teachers and administrators	
	KCWP 3	Professional Development: Teachers and administration will be trained on the Assessment Protocol & Data Analysis Protocol during faculty meetings/professional learning communities.	Teachers and administrator will review assessments and data analysis protocols during PLCs noting growth with writing balanced assessments and follow	Teachers and administrator will review assessments and data analysis protocols monthly during PLC meetings	Title 2
	KCWP 4	Data Room and Data spreadsheet use by teachers school and district admin as visual of students' progress	Data board Spreadsheets Post its	Teachers Principals District admin	

	KCWP 2	Protocol developed for ensuring Tier 1, Tier 2 and Tier 3 instructional needs are met and next steps to improve instruction is identified	Movement to higher Tiers Data collection Decrease in novice on learning checks	Principal District admin	

#### 4: Achievement Gap

Goal 4 (State your achievement gap goal.): Fulton County Schools will increase the average combined reading and math proficiency rates for all students in the Consolidated Group: Elementary from 11.25% to 52% and MS from 19.9% to 52% and HS from 13.9% to 52% by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 FCES will increase the average reading and math proficiency rates for all students in the GAP group Consolidated Student Group from 11.25% to 40%, MS 20.5 to 50% and high school from 13.9% to 40% by May 2020.	KCWP 2	Reading Interventions and math: System wide reading interventions programs, professional learning, coaching support provided by the district to all schools (Guided Reading Groups, Saxon Phonics, SRA ACT practice Reflex math John Baylor ACT)	Improvement in reading scores ACT scores Math scores rise	Principals and district admin	Title 2
		PLCS: Professional Learning Communities (PLCs): will be implemented district Improvement in wide for whole-staff involvement in a process of intensive reflection upon student Instructional practices and desired student benchmarks, as well as achievement monitoring of	Improvement in reading and math scores Collaborative conversations and dialogue about student achievement	Teachers, school and district admin. Agenda notes Exit slips	



Goal 4 (State your achievement gap goal.): Fulton County Schools will increase the average combined reading and math proficiency rates for all students in the Consolidated Group: Elementary from 11.25% to 52% and MS from 19.9% to 52% and HS from 13.9% to 52% by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		outcomes to ensure success. PLCs enable teachers to continually learn from one another via shared visioning and planning, as well as in-depth critical examination of what does and doesn't work to enhance student achievement.			
	KCWP 4	College and Career Readiness Interventions: Interventions provided to students who have not met benchmarks through Anchor Strong time.	Increased Workplace Readiness College and Career readiness	Principals, Academic Consultant/Coach Teachers and Career Academy Staff	
	KCWP 6: Establishing Learning Culture and Environment	Removing Barriers: Provide resources and support to address barriers to Learning, including, but not limited to, transience, healthcare, and counseling in collaboration with stakeholders.	Increased access to support structures FRYSC Mountain Comprehensive Care	Observations Attendance tracking Behavior tracking	
		Priority scheduling: Principals and DoSE will refine the process for priority scheduling for students with disabilities that ensures the master schedule meets individual needs identified in students IEPs.	Achievement Gap closure Increased proficiency	Principals and DoSE	

### 5: Transition Readiness

Goal 5 (State your transition readiness goal.): Fulton County Schools will Increase the percentage of students who are College and/or Career Ready from 55% to 80% by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 By May 2020, Transition					

Goal 5 (State your transition readiness goal.): Fulton County Schools will Increase the percentage of students who are College and/or Career Ready from 55% to 80% by 2022.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Readiness for 12 <sup>th</sup> grade students will increase from 55% to 100%	KCWP1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	ACT interventions and practice ACT tests will be given to grades 9-12.	Increased number of students meeting College Benchmarks and/or completing industry certifications	Teachers, Principals, Academic Consultant/Coach Ongoing	Donations Scholarships Title 1 ESS Grants
		Dual Credit courses offered in house and at the Four Rivers Career Academy to students 9-12.	Completing industry certifications		Donations Scholarships Title 1 Grants
		College and Career Fair 8-12 <sup>th</sup> : Different businesses/Colleges come and activities are planned to emphasize the importance of college and or career opportunities.	Business Participation Student engagement	Entire HS school staff, MS teachers And admin. Plus district members attend and monitor	FRYSC
		Pathway Expansion-4 Rivers Career Academy offerings expand with the Work Skills Grant	Number of Pathways Studentt enrollment	Four River staff Principals Supt. Academic Consultant/Coach	Grant Donations
Objective 2		CTE Pathways Exploration: 7-12 grade explore pathways that are responsive to workforce needs.	Student enrollment Number of Pathways	Four River staff Principals Supt. Academic Consultant/Coach	
		Individual Learning Plans completed 5-12 (Tassel)	Completion	Career Coach Teachers Administrators	
		Academic Readiness Tutoring Teachers and Academic Coach will provide afterschool tutoring to provide academic readiness support for student needing assistance.	Sign ACT data	Principal Teaches	
		Principal provides college and career counseling	Student graduation rate Career readiness	Principal Dist. admin	

Goal 5 (State your transition readiness goal.): Fulton County Schools will Increase the percentage of students who are College and/or Career Ready from 55% to 80% by 2022.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		Career Pathways: Increase opportunity to access career pathways by evaluating CTE pathways in both high schools and the 4 rivers Academy and ensuring that pathways align to student interests and industry needs.	Pathway completions	Enrollment Number of offerings Principals	Grant
		Dual Credit: Seek additional postsecondary partner opportunities for academic ad CTE dual credit courses.	Increase enrollment in DC courses	Roster of courses Rudolph Foundation	Scholarships

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		HS hold the Operation/Preparation event for 8 <sup>th</sup> and 10 <sup>th</sup> grade to promote awareness and of the requirements of being college and/or career ready.	Number of students	Principals FRYSC Student participation Volunteers	FRYSC
		BEST DAY EVER Job Shadowing for 9-12 graders in the field of their choice	Number of business and student participation	Principal Teachers	
		8 <sup>th</sup> grade transition: Held in the spring to provide guidance to students in their identified career interest. Scheduling for HS classes	Pathway completion Rough draft of schedules	Advisory ... Principals and teachers and student volunteers	

## 6: Graduation Rate

Goal 6 (State your graduation rate goal.): Fulton County Schools will increase Graduation Rate from 97.6% to 100% by 2022, as measured by the average of the 4 and 5 year Cohorts.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1 Fulton County High School will increase the Graduation rate from 97.6% to 100% by May 2020.	KCWP 2 KCWP 4 KCWP 5 KCWP 6	<b>Progress monitoring for on-target graduation:</b> Administrators and teachers will be trained in applying strategies and resources to use for providing services and programs aligned to students' identified needs and interests. Administrators and teachers will gain an in-depth understanding of tools such as the Persistence to Graduation Report, Individual Learning Plan, transcripts and career pathways and how the tools can be utilized to monitor student's interests and at-risk factors; as a result, more	Staff greater awareness of tools available	Sign in Agendas from trainings  % of ILPs completed	

Goal 6 (State your graduation rate goal.): Fulton County Schools will increase Graduation Rate from 97.6% to 100% by 2022, as measured by the average of the 4 and 5 year Cohorts.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		students will be enrolled in courses leading toward a completed career pathway and fewer students will drop-out of school.			
		<b>Communication:</b> Communication regarding graduation requirements will take place through a variety of means including, but not limited to: board policy, parent meetings, newsletters, conferences, public meetings, district and school websites, registration and scheduling information, and social media.	Greater public awareness of FC graduation requirements	Title I Plan	
		<b>Transcript Audit:</b> Principals and attendance clerk conduct a transcript audit yearly to ensure students are following a career pathway and on-track to graduate on time.	No student is missing required graduation courses	Results of the audi	
		<b>Establish Good Attendance Habits:</b> Monitor student attendance and Chronic absenteeism. Continue t truancy intervention conferences at the district level. Recognize school with the highest monthly attendance on each board report.	Awareness of students who are chronically absent improvement of overall attendance	DPP, Principals, FRYSC and SRO	
		<b>Advisory/Mentor Time:</b> High school will offer advisory time within the master schedule for students to work with a mentor to make sure	Students remain on track	Master schedule Rosters	

Goal 6 (State your graduation rate goal.): Fulton County Schools will increase Graduation Rate from 97.6% to 100% by 2022, as measured by the average of the 4 and 5 year Cohorts.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		students are staying on track in their coursework and assisting in nonacademic concerns or problems.			
		Seniors will have opportunities to visit college campuses and the workforce in order to receive information about scholarships, housing and the job demand.	Graduation rate Attendance Grades	Principals Teachers And support staff	

7: Other (Optional)

Goal 7 (State your separate goal.):

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1					
Objective 2					

## Special Considerations for Districts with Targeted Support and Improvement (TSI) Schools

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

### Monitoring and Support

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

**Response:**