

2019-20 EES Phase Three: Comprehensive Improvement Plan for Districts_11012019_14:16

2019-20 Phase Three: Comprehensive Improvement Plan for Districts

Erlanger-Elsmere Independent

Kathlyn Burkhardt
500 Graves Ave
Erlanger, Kentucky, 41018
United States of America

Target Completion Date: 01/01/2020

Last Modified: 12/11/2019

Status: Open

TABLE OF CONTENTS

2019-20 Phase Three: Comprehensive Improvement Plan for Districts	3
Attachment Summary	5

2019-20 Phase Three: Comprehensive Improvement Plan for Districts

2019-20 Phase Three: Comprehensive Improvement Plan for Districts

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 between 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 closure, 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.

Using the Comprehensive District Improvement Plan Template

- a. Develop your Strategic Goals using the [Comprehensive District Improvement Plan Template](#).
- b. **Upload** your completed Comprehensive District Improvement Plan in the attachment area below.

You may enter an optional narrative about your Comprehensive District Improvement Plan below. If you do not have an optional narrative, enter N/A.

Comprehensive District Improvement Plan attached.


ATTACHMENTS

Attachment Name



2019-2020 EES Comprehensive Improvement Plan

Attachment Summary

Attachment Name	Description	Associated Item(s)
 2019-2020 EES Comprehensive Improvement Plan	2019-2020 EES Comprehensive Improvement Plan	•

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

1: Proficiency Goal

Goal 1: Collaborate with school administration, staff, and SBDM to increase the percentage of students scoring proficient and distinguished in reading and math from their 2018-2019 levels as measured by state assessments.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>
---	---	--

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
	Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

2: Separate Academic Indicator

<p><i>Goal 2: Collaborate with school administration, staff, and SBDM to increase the percentage of students scoring proficient and distinguished in science, social studies, and on-demand writing from their 2018-2019 levels as measured by state assessments.</i></p>		
<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
	Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

3: Gap

Goal 3: Collaborate with school administration, staff, and SBDM to increase the percentage of students scoring proficient and distinguished in reading and math from their 2018-2019 levels as measured by state assessments.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>
---	---	--

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
	Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

4: Graduation rate

<p><i>Goal 4: Collaborate with school administration, staff, and SBDM to increase the 5 year adjusted cohort graduation rate from its 2018-2019 rate of 92.4 as measured by state indicators of graduation rate.</i></p>		
<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
	Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

5: Growth

Goal 5: Collaborate with elementary and middle school administration, staff, and SBDM to increase the percentage of students scoring proficient and distinguished in reading and math from their 2018-2019 levels as measured by state assessments.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>
---	---	--

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0	

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

6: Transition Readiness

Goal 6: Collaborate with high school administration, staff, and SBDM to increase the high school transition readiness rate from its 2018-2019 level as measured by state indicators of high school transition readiness.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and the necessary funding to execute the activity or activities.</p> <p>① Activities occur annually with a schedule of related activities leading to the culminating activity ② Activities occur either weekly or monthly ③ Quarterly meetings at the district level ④ Activities occur annually as part of the district budget process</p> <p>Responsible persons: Superintendent, Assistant Superintendent, Supervisor of Instruction, Director of Pupil Personnel, Director of Special Education, ELL Coordinator, Director of Finance, and Chief Information Officer in collaboration with school administration and staff.</p>
---	---	--

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Foster the Continuous Growth and Improvement of Staff for Improved Student Outcomes	Focused school and district improvement process (Connects to KCWP 1, 2, 3, 4, 5, 6)	EES Instructional Rounds Implementation ①	Assessment data (district interim and state)	Progress monitored and reviewed annually for effectiveness	\$0
		Development and implementation of District Professional Learning Plan for 2019-2020 ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
		Development and implementation of the Erlanger-Elsmere Teaching and Learning Conference (EETLC) ①	Assessment data (district interim and state), evaluation ratings, TELL survey results	Progress monitored and reviewed annually for effectiveness	\$0 (no funds were allocated to school districts for this purpose)
	Universal Design for Learning (Connects to KCWP 2)	UDL Book study for district and school administrators and planning discussions for future implementation ①	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$1000 for resources related to annual book study
	Professional Learning Communities (Connects to KCWP 5, 6)	Administrative PLC's (Principal, Assistant, Principal, Counselor, Instructional Coach, District Administrators and Program Coordinators) ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$0

2019-2020 Comprehensive Improvement Plan for the Erlanger-Elsmere Schools

	Evaluation Process (Connects to KCWP 1, 2, 3, 4, 5, 6)	Implementation of Certified and Classified Evaluation Systems for Professional Growth ①	Assessment data (district interim and state), evaluation ratings	Reviewed annually by 50/50 Committee	\$0
	Support for New Certified Staff (Connects to KCWP 1, 2, 3, 4, 5, 6)	Development and implementation of a new teacher support program ②	Assessment data (district interim and state), evaluation ratings	Progress monitored and reviewed annually for effectiveness	\$12,752
Implement a System of Student and Family Supports	Community Partnerships and District Services (Connects to KCWP 6)	Cultivate and maintain Community Partnerships in support of students and families (Early Learning, Health/Wellness, Social/Emotional Well-being, College and Career Readiness, 21st Century Community Learning Centers) ①	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed in accordance with grant or partnership agreement for effectiveness	\$1,223,857.42
		Maintain District Services in support of families and students (Special Education, ELL, Health, Early Learning, FIT, FRYSC, other) ④	Assessment data (district interim and state), budget and district level allocations	Progress monitored and reviewed annually for effectiveness	\$2,091,745.30
		Revision and implementation of Multi-Tiered System of Support (MTSS) which will include the CART (Community Alignment of Resources Tool) ①	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	
Promote a Safe and Positive School Environment	Positive Behavior Interventions and Supports (Connects to KCWP 4, 5, 6)	District PBIS Meetings ③	Assessment data (district interim and state), district-wide and school behavior data	Progress monitored and reviewed annually for effectiveness	\$0
		Completion of the PBIS Tiered Fidelity Inventory and Self-Assessment Survey ①	TFI and SAS data analysis and trends	Progress monitored and reviewed annually for effectiveness	\$0