



Comprehensive School Improvement Plan

**Hebron Middle School
Bullitt County**

**Mr. Kelland Garland, Principal
3300 E Hebron Ln.
Shepherdsville Ky 40165**

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

Rationale: The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

Goal: Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes 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.

Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency

State your **Proficiency Goal**

Goal 1: Increase the combined (reading and math) percentage of proficient/distinguished students to 70.1.

<p>Which Strategy will the school/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 school/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 - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the Reading percentage of percentage/distinguished students to 69.5 by Spring of 2018.	KCWP 2: Design and Deliver Instruction	Teachers will voluntarily participate in Thinking Focus cohorts to receive training on implementing the Four Pillars of thinking-centered classrooms. Coaching observations will be utilized to ensure the application of strategies to increase the rigor of teaching.	Lab Host Classroom Observations		\$0 (grant funded)
	KCWP 4: Review, Analyze, and Apply Data	Administration and Instructional Coach will review, analyze and apply data from the BCPS Instructional Feedback tool at monthly instructional leadership team meetings to share teacher capacity building strategies to improve instruction for individualized teachers.	HMS Feedback Data		\$0
		ELA Department will analyze ODW Data to plan instruction based on student needs.	ODW Data		\$0
Objective 2: Increase the Math percentage of percentage/distinguished students to 58.6 by Spring of 2018.	KCWP 2: Design and Deliver Instruction	Math teachers will participate in HiQ in collaboration with OVEC to learn/implement best practices in math instruction tied to conceptual building blocks and project-based learning. In addition, our instructional coach will attend HiQ2 to assist with monitoring and implementation of teaching strategies.	Math MAP Data will display an increase in mathematics proficiency.		
	KCWP 4: Review, Analyze, and Apply Data	Administration and Instructional Coach will review, analyze and apply data from the BCPS Instructional Feedback tool at monthly instructional leadership team meetings to share teacher capacity building strategies to improve instruction for individualized teachers.	HMS Feedback Data		\$0

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2: Gap

State your **Gap Goal**

Goal 2: Increase the average combined Reading and Math proficiency rates for all students in the Gap Group (non-duplicated) to 64.3.

Which **Strategy** will the school/district use to address this goal? (*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.*)

- [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](#)

Which **Activities** will the school/district deploy based on the strategy or strategies chosen? (*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.*)

- [KCWP1: Design and Deploy Standards - Continuous Improvement Activities](#)
- [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the average Reading and Math proficiency rates for all students in the Free/Reduced Lunch Gap Group to 57.1 by Spring of 2018.	KCWP 4: Review, Analyze, and Apply Data	Within Content and RTI PLCs, highly qualified teachers will identify the specific academic needs of students and groups of students who are not yet achieving Kentucky's academic standards and will utilize a virtual data wall for the implementation of the RTI and academic support. SWP 200.26(a)(1)(i)(B)	DRA ODW MAP		\$50 (posters)
		RTI meetings will be conducted every 6 weeks with the RTI coordinator and highly qualified teachers to review student progress through the tiers and determine appropriate groupings and interventions based on DRA2, MAP and Aimsweb data. SWP 200.28(d)(1)	DRA MAP Aimsweb ODW		
Objective 2: Increase the average Reading and Math proficiency rates	KCWP 2: Design and Deliver Instruction	Ongoing professional development will be conducted by the Assistant Principal with highly qualified teachers on how to implement the Individual	MAP		

for all students in the Special Ed. Gap Group to 45.0 by Spring of 2018.		Education Plans through the Tier I and Tier II instruction. SWP 200.28(b), 200.28(a)(3), 200.28(a)(3(iv), 200.28(a)(3)(i)			
		Within the Special Education PLC highly qualified teachers will ensure that lessons are designed with students' cultural, social, and developmental needs in mind in regards to Specially Designed Instruction. SWP 200.28(a)(2)(i), 200.28(a)(3), 200.28(a)(3(iv)	MAP		

3: Growth

State your **Growth Goal**

Goal 3: Decrease the combined Reading and Math Apprentice rates for the current 7th grade students (class of 2023) from 47.4% to 40% by Spring of 2019.

Which Strategy will the school/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>	Which Activities will the school/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>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Reduce % of Reading Apprentice from 20.4% to ___% by Spring of 2018.	KCWP 2: Design and Deliver Instruction	During classroom observations, the Administration team and Instructional Coach will focus on student and academic discourse and will provide teachers with immediate feedback. SWP 200.28(a)(3)	Instructional Feedback tool PEBC Observation Tool		
		Identified students will be provided RTI services through daily enriched and accelerated instruction and curriculum during dedicated time in the master schedule. SWP 200.28(a)(3)(i), 200.28(a)(3)(ii)	MAP DRA Words Their Way		

Objective 2: Reduce % of Math Apprentice from 27% to ___% by Spring of 2018.	KCWP 2: Design and Deliver Instruction	During classroom observations, the Administration team and Instructional Coach will focus on student and academic discourse and will provide teachers with immediate feedback. SWP 200.28(a)(3)	Instructional Feedback tool PEBC Observation Tool		
		Identified students will be provided RTI services through daily enriched and accelerated instruction and curriculum during dedicated time in the master schedule. SWP 200.28(a)(3)(i), 200.28(a)(3)(ii)	MAP Data AimsWeb		

4: Transition readiness

State your **Transition readiness** Goal

Goal 4: Increase the percentage of 8th grade students who are high school ready, according to MAP data, from 31% in both Reading and Math (2016-17) to 40% in both Reading and Math (2017-18).

Which Strategy will the school/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>	Which Activities will the school/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>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the percentage of 8th grade students who are high school ready in Reading from 18% to 30%.	KCWP 6: Establish Learning Culture & Environment	Parent Info night about high school and incoming 6th grade parents. SWP 200.28(c)(2)	at least 50% Attendance		
	KCWP 4: Review, Analyze, and Apply Data	Within Content, Team and RTI PLCs highly qualified teachers will identify the specific academic needs of 8th grade students who are not yet achieving	MAP		

		Kentucky's academic standards for high school readiness and will utilize a virtual data wall for the implementation of the RTI and academic support. SWP 200.26(a)(1)(i)(B)			
Objective 2: Increase the percentage of 8th grade students who are high school ready in Math from 3% to 10%.	KCWP 6: Establish Learning Culture & Environment	Parent Info night about high school and incoming 6th grade parents. SWP 200.28(c)(2)			
	KCWP 4: Review, Analyze, and Apply Data	Within Content, Team and RTI PLCs highly qualified teachers will identify the specific academic needs of 8th grade students who are not yet achieving Kentucky's academic standards for high school readiness and will utilize a virtual data wall for the implementation of the RTI and academic support. SWP 200.26(a)(1)(i)(B)	MAP		

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:					
<p>Which Strategy will the school/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 school/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 - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					

Objective 2:					

Gap Group/Total number of students	Percentage of Total School Population
Free/Reduced 235	49.80%
Special Education 42	8.90%

