

# Comprehensive Improvement Plan for Schools: Helmwood Heights Elementary Schools

## Rationale

School improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

## Operational definitions of each area within the plan

**Goal:** Long-term three to five year target based on Kentucky Board of Education required 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 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.

**Measure of Success:** the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

**Progress Monitoring:** is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

## Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:
  - For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.
  - For high school: Proficiency, Separate Academic Indicator, 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 Goal

Goal 1 (State your proficiency goal) :

**By 2019, Helmwood Heights will increase overall reading and math proficiency by 10% in each content area.**

Which **Strategy** will the 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 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 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](#)

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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: <b>By 2019, Helmwood Heights will increase overall reading proficiency from 51% to 61% and overall math proficiency from 49.8% to 59.8%.</b>	KCWP 1: Design and Deploy Standards	<b>Examine and Streamline Resources, Programs and Instruction</b> to Align to the Standards to ensure there is a Laser Focus on Standards-Based Instruction.	--balanced, focused, aligned, consistent instructional action plans in reading and math that defines resources, programs and instructional best practices	--yearly implementation and monitoring of instructional action plans in reading and math for 1st-5th grades --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary --purchase of schoolwide online math fact fluency program
		<b>Vertical Conversations</b> using the Common Core Standards and Schoolwide Instructional Action Plans in each Content Area with All Grades 1-5.	--ongoing vertical conversations creating a greater understanding of the standards and more defined instructional action plans in reading/math	--yearly instructional action plan refinement in reading and math based on vertical conversations about the standards --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes -daily/weekly observations and monitoring	--Common Core Companion Teacher Resources --Common Core Standards Flip Books for Teachers
	KCWP 2: Design and Deliver Instruction  KCWP 5L Design, Align and Deliver Support	<b>Schoolwide Math Instructional Action Plan</b> that creates a Balance and Consistency between Conceptual and Concrete Instruction to include defined Best Practice Strategies and Non-Negotiables, schoolwide use of Go Math, Think Central and a common Math Fact Fluency Online Program (Reflex, Xtra Math or Moby Max).	--schoolwide math instructional action plan documentation --assessment data in math	--yearly math instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchase of schoolwide online math fact fluency program
		<b>Schoolwide Reading/Literacy Instructional Action Plan</b> that creates Balance and Consistency between Whole Language and Phonics Based Instruction to include defined Best Practice Strategies and Non-Negotiables, Comprehension, Phonics/Phonemic	--schoolwide reading instructional action plan documentation --assessment data in reading	--yearly reading instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary

		Awareness, Grammar and Vocabulary.		--daily/weekly observations and monitoring	
	KCWP 3: Design and Deliver Assessment Literacy	<b>Balanced Assessment Approach</b> using Pre and Post-Assessments, Formative and Summative Assessments, Benchmark Assessments, State and National Assessment Data, Progress Monitoring and data from Online Instructional Programs to Guide Instruction, Student Groupings and Intervention and Enrichment programs.	--assessment data --instructional groupings --intervention programs --enrichment programs --instructional action plans	--yearly state assessment data analysis at the school level, grade level, in each content area and in within each subgroup --STAR data analysis at benchmarks (fall, winter, spring) and with ongoing progress monitoring --weekly/monthly PLC data and notes --daily/weekly observations and monitoring	--scrimmage assessment materials
	KCWP 4: Review, Analyze and Apply Data	<b>Student Growth and Leadership Binders</b> to Self-Assess, Self-Monitor, Assume Ownership and Responsibility, Track Progress and Set Goals to aid in Academic Growth and Achievement where students develop a Growth Mindset and play in Active Role in closing their own Achievement Gaps.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	--weekly Friday focus schedule --yearly Student Led conferences --daily/weekly observations and monitoring --Principal/Counselor goal setting conferences with 4th and 5th graders	--funds to replenish binders, dividers, zipper pockets --funds for Phase II PD for Growth and Leadership binders
	KCWP 6: Establishing Learning Culture and Environment	<b>Student Led Conferences</b> centered around the Student Growth and Leadership Binders involving Educators, other School Personnel (when applicable), Parents/Guardians and the Student to Empower students to take Leadership, Responsibility and Ownership of their own Learning and share their Progress and Goals with Stakeholders.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	--Fall and Spring conference schedules --yearly Parent feedback on student led conferences	--funds for Phase II PD for Student Led Conferences
		<b>Culture of Learning Initiative</b> with a Growth Mindset approach and use of the 7 Habits of Happy Students to focus on Academic and Character Development to include Academic Behaviors (memorization, organization, time management, goal setting, note taking, study skills, assessment strategies, motivation, effort and grit) to Support Students in Academic and Personal Growth.	--Monthly Focus on 7 Habits and Growth Mindset Culture, Growth and Leadership Binders, Student Led Conferences, Academic Behavior Plans, Assessment Data	--monthly plans for schoolwide 7 Habits focus --weekly classroom plans for 7 Habits focus and growth and leadership binders --daily/weekly observations and monitoring	--funds for Growth Mindset resources --funds for 7 Habits resources --funds for Phase II PD for Culture of Learning initiative
		<b>Retired Teacher Mentor Program</b> to support Student Personal, Academic and Social Emotional Growth and Well Being.	--Retired Teacher Mentor Program Plan and check in meetings	--weekly mentor program schedule --weekly Student Growth and Leadership binder updates	N/A

## 2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal):

**By 2019, Helmwood Heights will increase overall proficiency in science, writing and social studies by 10% in each content area.**

Which **Strategy** will the 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 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 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](#)

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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 <b>By 2019, Helmwood Heights will increase overall science proficiency from 25.3 to 35.3, overall writing proficiency from 35% to 45% and overall social studies proficiency from 57.5% to 67.5%.</b>	KCWP 1: Design and Deploy Standards	<b>Examine and Streamline Resources, Programs and Instruction</b> to Align to the Standards to ensure there is a Laser Focus on Standards-Based Instruction.	--balanced, focused, aligned, consistent instructional action plans in science, writing and social studies that defines resources, programs and instructional best practices --STEM lab offered schoolwide	--yearly implementation and monitoring of instructional action plans in science, writing and social studies for 1st-5th grades --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--funding to sustain STEM lab for all students --STEM lab materials replenishment
		<b>Vertical Conversations</b> using the Common Core Standards, NGSS Standards and Schoolwide Instructional Action Plans in each Content Area with All Grades 1-5 .	--ongoing vertical conversations where all staff members play an active role resulting in a greater understanding of the standards and more defined instructional action plans in science, writing and social studies	--yearly instructional action plan refinement in science, writing and social studies based on vertical conversations about the standards --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--Common Core Companion Teacher Resources --Common Core Standards Flip Books for Teachers
	KCWP 2: Design and Deliver Instruction	<b>Schoolwide Science Instructional Action Plan</b> that includes a STEM lab offered schoolwide, NGSS standards, PLTW Curriculum Maps, defined Best Practice Strategies and Non-Negotiables, TCT Assessments, Critical Vocabulary and Alignment of Intentional Nonfiction Reading during Literacy Blocks.	--schoolwide science instructional action plan documentation --assessment data in science	--yearly science instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--funding to sustain STEM lab for all students --STEM lab materials replenishment
	KCWP 5: Design, Align and Deliver Support	<b>Schoolwide Writing Instructional Action Plan</b> that includes defined Best Practice Strategies and Non-negotiables, use of Four Square Writing in Primary grades, Rubric checklists for 3 <sup>rd</sup> -5 <sup>th</sup> grades, a Focus on Peer/Teacher Feedback, systematic Grammar Instruction and the use of Writer's Notebooks.	--schoolwide writing instructional action plan documentation --assessment data in writing	--yearly writing instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchase of a schoolwide grammar program --Four Square resources and writing materials for students

	<p>KCWP 3: Design and Deliver Assessment Literacy</p>	<p><b>Balanced Assessment Approach</b> using Pre and Post-Assessments, Formative and Summative Assessments, TCTs, State and National Assessment Data to Guide Instruction, Student Groupings and Intervention and Enrichment programs.</p>	<p>--assessment data --instructional groupings --intervention programs --enrichment programs --instructional action plans</p>	<p>--yearly state assessment data analysis at the school level, grade level, in each content area and in within each subgroup --STAR data analysis at benchmarks (fall, winter, spring) and with ongoing progress monitoring --weekly/monthly PLC data and notes --daily/weekly observations and monitoring</p>	<p>--scrimmage assessment materials</p>
	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p><b>Student Growth and Leadership Binders</b> to Self-Assess, Self-Monitor, Assume Ownership and Responsibility, Track Progress and Set Goals to aid in Academic Growth and Achievement where students develop a Growth Mindset and play in Active Role in closing their own Achievement Gaps.</p>	<p>--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results</p>	<p>--weekly Friday focus schedule --yearly Student Led conferences --daily/weekly observations and monitoring --Principal/Counselor goal setting conferences with 4th and 5th graders</p>	<p>--funds to replenish binders, dividers, zipper pockets --funds for Phase II PD for Growth and Leadership binders</p>
	<p>KCWP 6: Establishing Learning Culture and Environment</p>	<p><b>Student Led Conferences</b> centered around the Student Growth and Leadership Binders involving Educators, other School Personnel (when applicable), Parents/Guardians and the Student to Empower students to take Leadership, Responsibility and Ownership of their own Learning and share their Progress and Goals with Stakeholders</p>	<p>--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results</p>	<p>--Fall and Spring conference schedules --yearly Parent feedback on student led conferences</p>	<p>--funds for Phase II PD for Student Led Conferences</p>
		<p><b>Culture of Learning Initiative</b> with a Growth Mindset approach and use of the 7 Habits of Happy Students to focus on Academic and Character Development to include Academic Behaviors (memorization, organization, time management, goal setting, note taking, study skills, assessment strategies, motivation, effort/grit) to Support Students in Academic and Personal Growth.</p>	<p>--Monthly Focus on 7 Habits and Growth Mindset Culture, Growth and Leadership Binders, Student Led Conferences, Academic Behavior Plans, Assessment Data</p>	<p>--monthly plans for schoolwide 7 Habits focus --weekly classroom plans for 7 Habits focus and growth and leadership binders --daily/weekly observations and monitoring</p>	<p>--funds for Growth Mindset resources --funds for 7 Habits resources --funds for Phase II PD for Culture of Learning initiative</p>
		<p><b>Retired Teacher Mentor Program</b> to support Student Personal, Academic and Social Emotional Growth and Well Being.</p>	<p>--Retired Teacher Mentor Program Plan and check in meetings</p>	<p>--weekly mentor program schedule --weekly Student Growth and Leadership binder updates --daily/weekly observations and monitoring</p>	<p>--N/A</p>

### 3: Gap

Goal 3 (State your Gap goal):  
**By 2019, increase student achievement with African American and Disability subgroups at Helmwood Heights Elementary School the amount needed to meet the state defined cut scores within the Kentucky School Accountability System.**

<p>Which <b>Strategy</b> will the 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.)</p> <ul style="list-style-type: none"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> will the 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.)</p> <ul style="list-style-type: none"> <li>• <a href="#">KCWP1: Design and Deploy Standards Classroom Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction Classroom Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy Classroom Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data Classroom Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support Classroom Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment Classroom Activities</a></li> </ul>	<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 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 By 2019, increase student achievement for the <b>African American</b> student subgroup at Helmwood Heights Elementary School as measured by the proficiency indicator on the Kentucky School Accountability System: increase Separate Academic score from 50.6 to 52.6, and Growth score from 13.6 to 15.8.	KCWP2: Design and Deliver Instruction	<b>Cooperative Learning Professional Development:</b> Lead Teachers will participate in professional development training that will focus on cooperative learning strategies for classroom instruction.	Certificate of Attendance for Professional Development		District Title II funds
		<b>Cooperative Learning focused PLCs:</b> The Assistant Superintendent for Student Learning will provide ongoing train-the-trainer sessions to Lead Teachers by holding monthly sessions. Lead Teachers will, in turn, facilitate monthly PLC sessions with their assigned team centered on the design and implementation of the engaging quality of learning with others.	Teacher PLC attendance notes L2L classroom data that shows an increase in the percent of classroom observations in which cooperative learning (learning with others) is implemented as an engaging quality by 10%.		District Title II funds
		<b>Vocabulary Instruction:</b> The district will support schools in establishing a process to identify essential curricula vocabulary as well as practices to ensure high yield instruction vocabulary development strategies occur intentionally on a regular basis.	Vocabulary lesson plans, observations of vocabulary lessons		NA
		<b>Culturally Relevant Instruction:</b> The district will provide professional development that works to build an awareness of African American cultural characteristics, culturally relevant learning environments, and culturally responsive teaching strategies.	Observations that show an increase in the implementation of culturally responsive teaching strategies and improved culturally relevant learning environments.  Decrease in African American behavior events and suspensions		Title I and Title II

	<p>KCWP5: Design, Align, and Deliver Support</p> <p>KCWP6: Establishing Learning Culture and Environment</p>	<p><b>Turnaround Leadership Development:</b> The district will support each school’s administration by providing ongoing professional learning that focuses on best practice leadership strategies. The learning will aid in the overall effectiveness of principals and assistant principals when leading school improvement. Professional learning will include, but not be limited to, monthly Lunch n’ Learn sessions and 30 60 90 meeting with the Assistant Superintendent for Student Learning.</p>	<p>Administrator attendance documents and observations of administrators implementing practices learned.</p>		Title II
		<p><b>Advisory Team(s):</b> The district will develop a plan for incorporating local African American community members in an advisory role for the district in developing a comprehensive plan for addressing the gap issue with African American students.</p>	<p>Advisory team members lists, agendas, notes from meetings, comprehensive plan</p>		
		<p><b>Family and Community Engagement:</b> The district will work with schools to develop and implement a plan for increasing meaningful collaboration with African American families and community members.</p>	<p>Events, contacts, and communication documents</p>		Title I
		<p><b>Teacher Quality:</b> The district will establish workplace conditions that attract diverse staff to include review of annual salaries for possible improvement, creation of Future Teacher’s Club, encouragement of diverse students to consider Fundamentals of Teaching Pathway, and development/practices of policies and procedures that emphasize inclusivity.</p>	<p>1% gain in minority staffing</p>		General Funds
		<p><b>Instructional Coach:</b> The district will explore the possibility of hiring an Instructional Coach to assist teachers in TSI schools with increasing the quality and quantity of instructional practices. The work of the coach would focus on teacher mentoring and feedback regarding the implementation of the district’s model of instruction, cooperative learning, and culturally relevant strategies.</p>			Title I
		<p><b>Equal Access:</b> The district will support each school in determining areas in which equal access for African American students may not be present and, in turn, support schools in developing and implementing strategies for reducing the identified inequities.</p>	<p>Documents identifying equal access issues and plans that address them</p>		NA
<p>Objective 2</p> <p>By 2019, increase student achievement for the <b>Disability</b> student subgroup at Helmwood Heights Elementary School as measured by the proficiency indicator on the Kentucky School Accountability System: increase Proficiency</p>	<p>KCWP2: Design and Deliver Instruction</p>	<p><b>Cooperative Learning Professional Development:</b> Lead Teachers will participate in professional development training that will focus on cooperative learning strategies for classroom instruction.</p>	<p>Certificate of Attendance for Professional Development</p>		District Title II funds
		<p><b>Cooperative Learning focused PLCs:</b> The Assistant Superintendent for Student Learning will provide ongoing train-the-trainer sessions to Lead Teachers by holding monthly sessions. Lead Teachers will, in turn, facilitate monthly PLC sessions with their assigned team centered on the design and implementation of the engaging quality of learning with others.</p>	<p>Teacher PLC attendance notes</p> <p>L2L Data with an increase of 10%</p>		District Title II funds
		<p><b>Vocabulary Instruction:</b> The district will support schools in establishing a process to identify essential curricula vocabulary as well as practices to ensure high yield instruction vocabulary development strategies occur intentionally on a regular basis.</p>	<p>Vocabulary lesson plans, observations of vocabulary lessons</p>		NA

score from 50.7 to 60.5, the Separate Academic score from 49.6 to 52.6, and the Growth score from 13.6 to 15.8.		<b>Specially Designed Instruction:</b> The district will provide professional development for regular and special education teachers on how to effectively design and implement SDI as well as co-teaching instructional models. The district will support school administration in ensuring delivery and assessment measures provide for individual student needs as indicated in IEPs.	Special Education teacher lessons plans  Special Education resource and co-teaching classroom visits and observations		
	KCWP5: Design, Align, and Deliver Support  KCWP6: Establishing Learning Culture and Environment	<b>Turnaround Leadership Development:</b> The district will support each school's administration by providing ongoing professional learning that focuses on best practice leadership strategies. The learning will aid in the overall effectiveness of principals and assistant principals when leading school improvement. Professional learning will include, but not be limited to, monthly Lunch n' Learn sessions and 30 60 90 meeting with the Assistant Superintendent for Student Learning. In order to increase leadership in the area of special education services, the Director of Special Education will attend the first 30 60 90 meeting of each semester.	Administrator attendance documents and observations of administrators implementing practices learned.		Title II
		<b>Family and Community Engagement:</b> The district will work with schools to develop and implement a plan for increasing meaningful collaboration with families of children with disabilities and community members.	Events, contacts, and communication documents		Title I



#### 4: Graduation rate

Goal 4 (State your Graduation Rate goal):

Which **Strategy** will the 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 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 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](#)

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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1					
Objective 2					

## 5: Growth

Goal 5 (State your Growth goal):

**By 2019, increase the Growth Indicator score for Helmwood Heights Elementary School by 1 point as measured by the Kentucky School Accountability System.**

Which **Strategy** will the 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 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 Classroom Activities](#)
- [KCWP2: Design and Deliver Instruction Classroom Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy Classroom Activities](#)
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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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 <b>By 2019, increase Growth Indicator score for Helmwood Heights Elementary School from 16.8 to 17.8 as measured by the Kentucky School Accountability System.</b>	KCWP 1: Design and Deploy Standards	<b>Examine and Streamline Resources, Programs and Instruction</b> to Align to the Standards to ensure there is a Laser Focus on Standards-Based Instruction.	--balanced, focused, aligned, consistent instructional action plans in reading and math that defines resources, programs and instructional best practices	--yearly implementation and monitoring of instructional action plans in reading and math for 1st-5th grades --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary --purchase of schoolwide online math fact fluency program
		<b>Vertical Conversations</b> using the Common Core Standards and Schoolwide Instructional Action Plans in each Content Area with All Grades 1-5.	--ongoing vertical conversations where all staff members play an active role resulting in a greater understanding of the standards and more defined instructional action plans in reading/math	--yearly instructional action plan refinement in reading and math based on vertical conversations about the standards --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--Common Core Companion Teacher Resources --Common Core Standards Flip Books for Teachers
	KCWP 2: Design and Deliver Instruction	<b>Schoolwide Math Instructional Action Plan</b> that creates a balance and consistency between Conceptual and Concrete Instruction to include defined Best Practice Strategies and Non-Negotiables, schoolwide use of Go Math, Think Central and a Math Fact Fluency Online Program (Reflex, Xtra Math or Moby Max).	--schoolwide math instructional action plan documentation --assessment data in math	--yearly math instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchase of schoolwide online math fact fluency program
	KCWP 5: Design, Align and Deliver Support	<b>Schoolwide Reading/Literacy Instructional Action Plan</b> that creates balance and consistency between Whole Language and Phonics Based Instruction to include defined Best Practice Strategies and	--schoolwide reading instructional action plan documentation --assessment data in reading	--yearly reading instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary

		Non-Negotiables, Comprehension, Phonics/Phonemic Awareness, Grammar and Vocabulary.		--daily/weekly observations and monitoring	
	KCWP 3: Design and Deliver Assessment Literacy	<b>Balanced Assessment Approach</b> using Pre and Post-Assessments, Formative and Summative Assessments, Benchmark Assessments, State and National Assessment Data, Progress Monitoring and data from Online Instructional Programs to Guide Instruction, Student Groupings and Intervention and Enrichment programs.	--assessment data --instructional groupings --intervention programs --enrichment programs --instructional action plans	--yearly state assessment data analysis at the school level, grade level, in each content area and in within each subgroup --STAR data analysis at benchmarks (fall, winter, spring) and with ongoing progress monitoring --weekly/monthly PLC data and notes --daily/weekly observations and monitoring	--scrimmage assessment materials
	KCWP 4: Review, Analyze and Apply Data  KCWP 6: Establishing Learning Culture and Environment	<b>Student Growth and Leadership Binders</b> to Self-Assess, Self-Monitor, Assume Ownership and Responsibility, Track Progress and Set Goals to aid in Academic Growth and Achievement where students develop a Growth Mindset and play in Active Role in closing their own Achievement Gaps.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	--weekly Friday focus schedule --yearly Student Led conferences --daily/weekly observations and monitoring --Principal/Counselor goal setting conferences with 4th and 5th graders	--funds to replenish binders, dividers, zipper pockets --funds for Phase II PD for Growth and Leadership binders
		<b>Student Led Conferences</b> centered around the Student Growth and Leadership Binders involving Educators, other School Personnel (when applicable), Parents/Guardians and the Student to Empower students to take Leadership, Responsibility and Ownership of their own Learning and share their Progress and Goals with Stakeholders.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	---Fall and Spring conference schedules --yearly parent feedback on student led conferences	--funds for Phase II PD for Student Led Conferences
		<b>Culture of Learning Initiative</b> with a Growth Mindset approach and use of the 7 Habits of Happy Students to focus on Academic and Character Development to include Academic Behaviors (memorization, organization, time management, goal setting, note taking, study skills, assessment strategies, motivation, effort and grit) to Support Students in Academic and Personal Growth.	--Monthly Focus on 7 Habits and Growth Mindset Culture, Growth and Leadership Binders, Student Led Conferences, Academic Behavior Plans, Assessment Data	--monthly plans for schoolwide 7 Habits focus --weekly classroom plans for 7 Habits focus and growth and leadership binders --daily/weekly observations and monitoring	--funds for Growth Mindset resources --funds for 7 Habits resources --funds for Phase II PD for Culture of Learning initiative
		<b>Retired Teacher Mentor Program</b> to support Student Personal, Academic and Social Emotional Growth and Well Being.	--Retired Teacher Mentor Program Plan and check in meetings	--weekly mentor program schedule --weekly Student Growth and Leadership binder updates --daily/weekly observations and monitoring	-N/A

## 6: Transition Readiness

Goal 6 (State your Transition Readiness goal):

**By 2019, Helmwood Heights will increase overall reading and math proficiency by 10% in each content area.**

Which **Strategy** will the 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 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 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](#)

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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: <b>By 2019, Helmwood Heights will increase overall reading proficiency from 51% to 61% and overall math proficiency from 49.8% to 59.8%.</b>	KCWP 1: Design and Deploy Standards	<b>Examine and Streamline Resources, Programs and Instruction</b> to Align to the Standards to ensure there is a Laser Focus on Standards-Based Instruction.	--balanced, focused, aligned, consistent instructional action plans in reading and math that defines resources, programs and instructional best practices	--yearly implementation and monitoring of instructional action plans in reading and math for 1st-5th grades --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary --purchase of schoolwide online math fact fluency program
		<b>Vertical Conversations</b> using the Common Core Standards and Schoolwide Instructional Action Plans in each Content Area with All Grades 1-5.	--ongoing vertical conversations where all staff members play an active role resulting in a greater understanding of the standards and more defined instructional action plans in reading/math	--yearly instructional action plan refinement in reading and math based on vertical conversations about the standards --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--Common Core Companion Teacher Resources --Common Core Standards Flip Books for Teachers
	KCWP 2: Design and Deliver Instruction  KCWP 5: Design, Align and Deliver Support	<b>Schoolwide Math Instructional Action Plan</b> that creates a balance and consistency between Conceptual and Concrete Instruction to include defined Best Practice Strategies and Non-Negotiables, schoolwide use of Go Math, Think Central and a Math Fact Fluency Online Program (Reflex, Xtra Math or Moby Max).	--schoolwide math instructional action plan documentation --assessment data in math	--yearly math instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchase of schoolwide online math fact fluency program

		<b>Schoolwide Reading/Literacy Instructional Action Plan</b> that creates balance and consistency between Whole Language and Phonics Based Instruction to include defined Best Practice Strategies and Non-Negotiables, Comprehension, Phonics/Phonemic Awareness, Grammar and Vocabulary.	--schoolwide reading instructional action plan documentation --assessment data in reading	--yearly reading instructional action plan refinement --weekly/monthly staff/faculty meeting agendas and notes --weekly/monthly PLC notes --daily/weekly observations and monitoring	--purchases of supplemental programs for phonics/phonemic awareness, grammar and vocabulary
	KCWP 3: Design and Deliver Assessment Literacy	<b>Balanced Assessment Approach</b> using Pre and Post-Assessments, Formative and Summative Assessments, Benchmark Assessments, State and National Assessment Data, Progress Monitoring and data from Online Instructional Programs to Guide Instruction, Student Groupings and Intervention and Enrichment programs.	--assessment data --instructional groupings --intervention programs --enrichment programs --instructional action plans	--yearly state assessment data analysis at the school level, grade level, in each content area and in within each subgroup --STAR data analysis at benchmarks (fall, winter, spring) and with ongoing progress monitoring --weekly/monthly PLC data and notes --daily/weekly observations and monitoring	--scrimmage assessment materials
	KCWP 4: Review, Analyze and Apply Data	<b>Student Growth and Leadership Binders</b> to Self-Assess, Self-Monitor, Assume Ownership and Responsibility, Track Progress and Set Goals to aid in Academic Growth and Achievement where students develop a Growth Mindset and play in Active Role in closing their own Achievement Gaps.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	--weekly Friday focus schedule --yearly Student Led conferences --daily/weekly observations and monitoring --Principal/Counselor goal setting conferences with 4th and 5th graders	--funds to replenish binders, dividers, zipper pockets --funds for Phase II PD for Growth and Leadership binders
	KCWP 6: Establishing Learning Culture and Environment	<b>Student Led Conferences</b> centered around the Student Growth and Leadership Binders involving Educators, other School Personnel (when applicable), Parents/Guardians and the Student to Empower students to take Leadership, Responsibility and Ownership of their own Learning and share their Progress and Goals with Stakeholders.	--Growth and Leadership Binders, Goal Setting, Leadership and Service Projects, assessment results	--Fall and Spring conference schedules --yearly parent feedback on student led conferences	--funds for Phase II PD for Student Led Conferences
		<b>Culture of Learning Initiative</b> with a Growth Mindset approach and use of the 7 Habits of Happy Students to focus on Academic and Character Development to include Academic Behaviors (memorization, organization, time management, goal setting, note taking, study skills, assessment strategies, motivation, effort and grit) to Support Students in Academic and Personal Growth.	--Monthly Focus on 7 Habits and Growth Mindset Culture, Growth and Leadership Binders, Student Led Conferences, Academic Behavior Plans, Assessment Data	--monthly plans for schoolwide 7 Habits focus --weekly classroom plans for 7 Habits focus and growth and leadership binders --daily/weekly observations and monitoring	--funds for Growth Mindset resources --funds for 7 Habits resources --funds for Phase II PD for Culture of Learning initiative
		<b>Retired Teacher Mentor Program</b> to support Student Personal, Academic and Social Emotional Growth and Well Being.	--Retired Teacher Mentor Program Plan and check in meetings	--weekly mentor program schedule --weekly Student Growth and Leadership binder updates --daily/weekly observations and monitoring	-N/A

**7: Other (optional)**

Goal 7 (State your goal):

**Decrease the number of behavior referrals in Infinite Campus for all grade levels and increase the number of students meeting behavior expectations and earning behavior rewards.**

Which **Strategy** will the 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 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 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](#)

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 necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 <i>Decrease the number of behavior referrals in Infinite Campus for all grade levels and increase the number of students meeting behavior expectations and earning behavior rewards.</i>	KCWP 5: Design, Align and Deliver Support	<b>PBIS and RtB Frameworks and Intervention Systems.</b>	--PBIS data, RtB data, IC data, Class Dojo data, Universal Screener Data	--bimonthly and monthly RtB meetings --monthly PBIS/RtB committee meetings --district PBIS/RtB meetings	--PBIS/RtB PD
		<b>Class Dojo, Universal Behavior Screener, CI/CO, Small Group and Individual Social Behavior and Social Emotional Interventions and Monthly Behavior Reward Clubs</b>	--Class Dojo data, Universal Behavior Screener Data, CI/CO data, RtB data, IC data, Reward Club data, small group data	--bimonthly and monthly RtB meetings --monthly PBIS/RtB committee meetings --district PBIS/RtB meetings	--PBIS/RtB PD
	KCWP 6: Establishing Learning Culture and Environment	Use and Refine ongoing <b>Student Goal Setting (Behavioral, Academic and Personal) in our Student Growth and Leadership Binders</b> as part of our <b>Culture of Learning Initiative</b> as a way to Leverage and Support Student Growth.	--Goal Setting data, Class Dojo data, RtB data, IC data, Reward Club Data, Growth and Leadership Binders	--biyearly Principal/Counselor goal setting meetings with students --weekly/quarterly goal setting in classrooms --bimonthly and monthly RtB meetings --monthly PBIS/RtB committee meetings --district PBIS/RtB meetings	--Phase II Culture of Learning PD
		<b>Schoolwide Leadership and Character Education Program</b> (using Growth Mindset and the 7 Habits) that <b>Aligns to our PBIS and RtB programs and supports our Culture of Learning Initiative.</b>	--Goal Setting Data, Growth and Leadership Binders, Class Dojo data, CI/CO data, IC data, RtB data, PBIS data, Reward Club Data	--monthly/weekly lessons with Guidance Counselor --bimonthly and monthly RtB meetings --monthly PBIS/RtB committee meetings --district PBIS/RtB meetings	--Phase II Culture of Learning PD