

2018-2019 Owen County Schools' Continuous Improvement Plan

Owen County Schools

01/01/2019 - 01/01/2021

Graduate Profile

Critical Initiative

Create a Graduate Profile with aligned goals and activities for all students PreK-12.

On Track

Objective: Provide opportunities for students to show competencies necessary to achieve their next transition.

Activity

Use Focus Groups to gather input for Grad Profile.

Person responsible: School and District Administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$600.00

Other Resource: Graduate Profile Exemplars and Consultants

Activity Measure(s)

Benchmark(s)

Rosters of Parent, Teacher, Student, Focus Group Membership (including one board member per school site), Calendar of Focus Group Meetings, Minutes of Focus Group Meetings, and Draft Graduate Profile.

Benchmark: Focus Groups Identified

Target Date:
02/04/2019

Benchmark: Distribute Focus Group Meeting Calendars

Target Date:
03/04/2019

Benchmark: Focus Group Meetings Completed

Target Date:
05/15/2019

Benchmark: SBDM Review of Draft Graduate Profile

Target Date:
09/18/2019

Benchmark: BOE Approval of Graduate Profile

Target Date:
12/16/2019

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Literacy/Numeracy

Critical Initiative

On Track

Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement.

Objective: Provide common frameworks for curriculum, instruction, and assessment to ensure student success.

Activity

Conduct ELEOT to measure student engagement.

Person responsible: School and District Administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource:

Other Resource:

Activity Measure(s)

Benchmark(s)

Administrative Certification in ELEOT and ELEOT Walkthrough Reports,

Benchmark: Administrator ELEOT Certification Complete

Target Date: 01/15/2019

Benchmark: ELEOT Walkthrough Cycle 1 Complete

Target Date: 02/15/2019

Benchmark: ELEOT Walkthrough Cycle 2 Complete

Target Date: 09/30/2019

Benchmark: ELEOT Walkthrough Cycle 3 Complete

Target Date: 12/31/2019

Activity

Teachers will use a common instructional framework

Person responsible: Classroom Teachers		Launch Date: 01/02/2019
Required Resources: Financial Resource: \$6000.00 Other Resource:		
Activity Measure(s)	Benchmark(s)	
Professional Growth Plans, Professional Development Record of Participation, Teacher Reflections, and TPGES Evaluations.	Benchmark: Professional Development Completed	Target Date: 08/15/2019
	Benchmark: Staff Professional Growth Plans Completed	Target Date: 09/27/2019
	Benchmark: Initial Teacher Reflections Completed	Target Date: 09/27/2019
	Benchmark: TPGES Observations Completed	Target Date: 03/31/2020

Activity

Vertical Content Meetings

Person responsible: School/District Administration and Teacher Leaders		Launch Date: 06/03/2019
Required Resources: Financial Resource: Other Resource:		
Activity Measure(s)	Benchmark(s)	
Vertical Meeting Agendas and Highlighted Standard Sets - Identify content that was taught in the previous year (one per teacher).	Benchmark: Vertical Content Meetings Completed	Target Date: 06/21/2019
	Benchmark: Highlighted Content Standard Sets Given to Next Grade Level	Target Date: 06/21/2019
	Benchmark: Mid-Year Content Meetings Completed	Target Date: 01/06/2020

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Social Emotional Learning

Critical Initiative

On Track

Teachers and staff will be trained on social and emotional learning through the Poverty Simulator, Trauma Informed Schools training, and the PREPaRE Workshop.

Objective: Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Poverty Simulator Training

Person responsible: School/District Administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource:

Other Resource: Poverty Simulator Kits

Activity Measure(s)

Benchmark(s)

Professional Learning Attendance Sheets and Pre/Post-Training Surveys

Benchmark: Poverty Simulator Workshop Completed

Target Date: 01/02/2019

Benchmark: Post-Training Survey Completed

Target Date: 01/07/2019

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Social Emotional Learning

Critical Initiative

On Track

All students in Grades 3-12 will be administered the Resiliency Poll.

Objective: Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Administer Resiliency Poll to Grades 3-12

Person responsible: School/District Admin and Guidance Counselors

Launch Date: 03/04/2019

Required Resources:

Financial Resource:
Other Resource:

Activity Measure(s)

Benchmark(s)

Resiliency Poll Results and Student Intervention Plans

Benchmark: Resiliency Poll Completed

Target Date:
03/25/2019

Benchmark: Student Intervention Plans Completed

Target Date:
03/28/2019

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Social Emotional Learning

Critical Initiative

On Track

Community partnerships will be identified and developed around supports for the social and emotional needs of students.

Objective: Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Community Partner Meeting

Person responsible: District Administration

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$100.00
Other Resource:

Activity Measure(s)

Attendance Sign-In Records, Meeting Agenda, and Meeting Minutes

Benchmark(s)

Benchmark: Community Partners Identified

Target Date: 01/31/2019

Benchmark: Community Partner Meeting Completed

Target Date: 02/28/2019

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Recruitment and Retention

Critical Initiative

On Track

Create a positive public identity that encourages staff recruitment and retention.

Objective: Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a District Marketing/Branding Plan

Person responsible: District Administration and Board of Education

Launch Date: 01/02/2019

Required Resources:

Financial Resource: \$5000.00

Other Resource: Consultant

Activity Measure(s)

Benchmark(s)

Completed Marketing/Branding Plan

Benchmark: Marketing/Branding Plan Completed

Target Date: 03/18/2019

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Recruitment and Retention

Critical Initiative

Provide opportunities for staff camaraderie.

On Track

Objective: Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Develop Staff Social Calendar

Person responsible: District/School Administration and Teacher Leaders

Launch Date: 08/01/2019

Required Resources:

Financial Resource: \$3000.00

Other Resource: Community and Business Partners

Activity Measure(s)

Benchmark(s)

Completed Social Calendar and Attendance at Social Events

Benchmark: Social Calendar Completed

Target Date:
08/01/2019

Benchmark: Five Activities Completed

Target Date:
01/06/2020

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Recruitment and Retention

Critical Initiative

Recognize staff and teacher leaders

On Track

Objective: Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a plan to recognize staff leaders.

Person responsible: District and School Administration

Launch Date: 04/08/2019

Required Resources:

Financial Resource: \$500.00

Other Resource:

Activity Measure(s)

Benchmark(s)

Create a recognition plan with list of leadership opportunities and staff leaders.

Benchmark: Recognition Plan Completed

Target Date:
06/28/2019

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Recruitment and Retention

Critical Initiative

Provide a structured staff induction process.

On Track

Objective: Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a Teacher Mentoring Program

Person responsible: District and School Administration

Launch Date: 08/01/2019

Required Resources:

Financial Resource: \$3000.00

Other Resource: Harry Wong Video Collection and Kentucky Teacher Framework

Activity Measure(s)

Monthly Agendas, Classroom Observations by Teacher Mentors and Mentees, New Teacher Reflections and Feedback

Benchmark(s)

Benchmark: Written New Teacher Mentor Plan Completed

Target Date: 08/01/2019

Benchmark: All Mentor/Mentee Data Collected

Target Date: 05/15/2020

Benchmark: New Teacher Reflections and Feedback Completed

Target Date: 05/29/2020

Activity

Create a Written New Teacher Induction Plan

Person responsible: District Administration

Launch Date: 02/04/2019

Required Resources:

Financial Resource: \$1000.00

Other Resource:

Activity Measure(s)

Completed New Teacher Induction Plan

Benchmark(s)

Benchmark: New Teacher Induction Plan Competed

Target Date: 06/28/2019

Benchmark: New Teacher Induction - Initial Meeting

Target Date: 08/01/2019

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Personalization

Critical Initiative

Implement personalized learning strategies and opportunities to increase student engagement.

On Track

Objective: Create flexible, personalized learning opportunities for all students.

Activity

Develop Common Definition of Personalized Learning

Person responsible: District/School Administration and Teachers

Launch Date: 01/06/2020

Required Resources:

Financial Resource: \$600.00

Other Resource: Sample Definitions and Resources around Personalized Learning

Activity Measure(s)

Benchmark(s)

Meeting Minutes and Draft Definition

Benchmark: Draft Definition Completed

Target Date:
03/27/2020

Activity

Invest in Curriculum and Materials

Person responsible: District and School Administration

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$6000.00

Other Resource:

Activity Measure(s)

Benchmark(s)

Activity

Provide PD for Personalized Learning

Person responsible: District and School Administration

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$6000.00

Other Resource:

Activity Measure(s)

Benchmark(s)