

Comprehensive District Improvement Plan (CDIP) for Owen County Schools

January 1, 2022 – December 31, 2022

Rationale

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

Operational Definitions

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

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

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

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

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

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

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

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

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

Requirements for Building an Improvement Plan

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

1: Proficiency Goal

Goal 1 (State your proficiency goal.): By the end of the 2022-2023 school year, 70% of students will be Proficient/Distinguished in Reading and Math as measured by the NWEA MAP (elementary and middle) and ACT (high) assessments.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	1. Professional Growth Plans 2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year.	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
All schools will select or develop comprehensive curricula for ELA and Math. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	1. Professional Growth Plans	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2021	\$6,000 General Fund

Goal 1 (State your proficiency goal.): By the end of the 2022-2023 school year, 70% of students will be Proficient/Distinguished in Reading and Math as measured by the NWEA MAP (elementary and middle) and ACT (high) assessments.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
KCWP 6			2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations	Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year.	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)	Develop and implement common examples of personalized learning.	1. Common Personalized Learning Examples	Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans	\$500 General Fund ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	1. Curriculum Purchased 2. Instructional Materials Purchased 3. Hexagon Tool	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

Goal 1 (State your proficiency goal.): By the end of the 2022-2023 school year, 70% of students will be Proficient/Distinguished in Reading and Math as measured by the NWEA MAP (elementary and middle) and ACT (high) assessments.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	<ol style="list-style-type: none"> 1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans 	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	\$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal.): By the end of the 2022- 2023 school year, 70% of students will be Proficient/Distinguished in Writing and Science as measured by the NWEA MAP assessment for Science and locally designed assessment for Writing.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	1. Professional Growth Plans 2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year.	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
All schools will select or develop comprehensive curricula for Science, Social Studies, Writing, and elective courses. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER

Goal 2 (State your separate academic indicator goal.): By the end of the 2022- 2023 school year, 70% of students will be Proficient/Distinguished in Writing and Science as measured by the NWEA MAP assessment for Science and locally designed assessment for Writing.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)	Develop and implement common examples of personalized learning.	<ol style="list-style-type: none"> Common Personalized Learning Examples 	Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans	\$500 General Fund Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	<ol style="list-style-type: none"> Curriculum Purchased Instructional Materials Purchased Hexagon Tool 	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I

Goal 2 (State your separate academic indicator goal.): By the end of the 2022- 2023 school year, 70% of students will be Proficient/Distinguished in Writing and Science as measured by the NWEA MAP assessment for Science and locally designed assessment for Writing.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	<ol style="list-style-type: none"> 1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans 	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	Title III Title IV Title V \$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

3: Growth

Goal 3 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Schools will increase the percentage of students meeting or exceeding their projected growth in reading and math by 20% each year as measured by the NWEA MAP assessment.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks Other Walkthrough Reports 	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
All schools will select or develop comprehensive curricula for Science, Social Studies, Writing, and elective courses. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks Other Walkthrough Reports 	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER

Goal 3 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Schools will increase the percentage of students meeting or exceeding their projected growth in reading and math by 20% each year as measured by the NWEA MAP assessment.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
KCWP 3 KCWP 4 KCWP 5 KCWP 6		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)	Develop and implement common examples of personalized learning.	<ol style="list-style-type: none"> Common Personalized Learning Examples 	Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans	\$500 General Fund Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	<ol style="list-style-type: none"> Curriculum Purchased Instructional Materials Purchased Hexagon Tool 	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

Goal 3 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Schools will increase the percentage of students meeting or exceeding their projected growth in reading and math by 20% each year as measured by the NWEA MAP assessment.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	<ol style="list-style-type: none"> 1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans 	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	\$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

4: Achievement Gap

Goal 4 (State your achievement gap goal.): By the end of the 2022-2023 school year, we will reduce the percentage of students scoring novice by 30% in Reading/Math in the following subgroups: Economically Disadvantaged and Students with Disabilities.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	1. Professional Growth Plans 2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year.	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
All schools will select or develop comprehensive curricula for Science, Social Studies, Writing, and elective courses. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER

Goal 4 (State your achievement gap goal.): By the end of the 2022-2023 school year, we will reduce the percentage of students scoring novice by 30% in Reading/Math in the following subgroups: Economically Disadvantaged and Students with Disabilities.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
KCWP 3 KCWP 4 KCWP 5 KCWP 6		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)	Develop and implement common examples of personalized learning.	<ol style="list-style-type: none"> Common Personalized Learning Examples 	Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans	\$500 General Fund Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	<ol style="list-style-type: none"> Curriculum Purchased Instructional Materials Purchased Hexagon Tool 	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

Goal 4 (State your achievement gap goal.): By the end of the 2022-2023 school year, we will reduce the percentage of students scoring novice by 30% in Reading/Math in the following subgroups: Economically Disadvantaged and Students with Disabilities.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	<ol style="list-style-type: none"> 1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans 	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	\$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

5: Transition Readiness

Goal 5 (State your transition readiness goal.): By the end of the 2022-2023 school year, 85% of students in the graduating class of 2023 will complete the requirements for college and/or career readiness as measured by the definition set forth by the Kentucky Department of Education and the Owen County Schools' Graduate Profile for transition readiness.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Create a Graduate Profile with aligned goals and activities for all students PreK-12. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide opportunities for all students to show competencies necessary to achieve their next transition.	Use Focus Groups to gather input for Graduate Profile development that includes all stakeholders PreK-12.	<ol style="list-style-type: none"> Rosters of Parent, Teacher, Student, Focus Group Membership Calendar of Focus Group Meetings, Minutes of Focus Group Meetings Draft Graduate Profile. 	Focus Group Calendars – 02/01/2022 Focus Group Meetings Completed – 03/15/2022 SBDM Review of Draft Graduate Profile – 04/15/2022 BOE Approval of Graduate Profile – 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$1,000 General Fund Title I Title V
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks Other Walkthrough Reports 	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V

Goal 5 (State your transition readiness goal.): By the end of the 2022-2023 school year, 85% of students in the graduating class of 2023 will complete the requirements for college and/or career readiness as measured by the definition set forth by the Kentucky Department of Education and the Owen County Schools' Graduate Profile for transition readiness.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> 1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year. 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund ESSER Title I Title IV Title V
All schools will select or develop comprehensive curricula for Science, Social Studies, Writing, and elective courses. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within in-person and remote learning classrooms.	<ol style="list-style-type: none"> 1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks 4. Other Walkthrough Reports 	Completed ELEOT Certifications – 01/15/2021 ELEOT Walkthrough Cycle 1 – 02/15/2021 ELEOT Walkthrough Cycle 2 – 04/15/2021 ELEOT Walkthrough Cycle 3 – 09/15/2021 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund
		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> 1. Professional Growth Plans 2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations 	Professional Learning – 08/15/2021 Staff Professional Growth Plans – 09/27/2021 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$6,000 General Fund Title I Title IV Title V
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> 1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year. 	Vertical Content Meetings – 02/15/2021 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2021 Beginning of Year Content Meetings – 08/15/2021 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund Title I Title IV Title V

Goal 5 (State your transition readiness goal.): By the end of the 2022-2023 school year, 85% of students in the graduating class of 2023 will complete the requirements for college and/or career readiness as measured by the definition set forth by the Kentucky Department of Education and the Owen County Schools' Graduate Profile for transition readiness.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)	Develop and implement common examples of personalized learning.	1. Common Personalized Learning Examples	Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans	\$500 General Fund Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	1. Curriculum Purchased 2. Instructional Materials Purchased 3. Hexagon Tool	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	\$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

6: Graduation Rate

Goal 6 (State your graduation rate goal.): By the end of the 2022-2023 school year, the 4-year adjusted cohort graduation rate for the Class of 2023 will meet or exceed 98%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Create a Graduate Profile with aligned goals and activities for all students PreK-12. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide opportunities for all students to show competencies necessary to achieve their next transition.	Use Focus Groups to gather input for Graduate Profile development that includes all stakeholders PreK-12.	<ol style="list-style-type: none"> Rosters of Parent, Teacher, Student, Focus Group Membership Calendar of Focus Group Meetings. Minutes of Focus Group Meetings Draft Graduate Profile. 	Focus Group Calendars – 02/01/2022 Focus Group Meetings Completed – 03/15/2022 SBDM Review of Draft Graduate Profile – 04/15/2022 BOE Approval of Graduate Profile – 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$1,000 General Fund Title I Title V
Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Provide common frameworks for curriculum, instruction, and assessment to ensure student success.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within classrooms.	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks Other Walkthrough Reports 	Completed ELEOT Certifications – 01/03/2022 ELEOT Walkthrough Cycle 1 – 01/31/2022 ELEOT Walkthrough Cycle 2 – 04/15/2022 ELEOT Walkthrough Cycle 3 – 09/30/2022 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER
		Teachers will use a common instructional framework.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 SBDM Agendas and Minutes BOE Agendas and Minutes	
		Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was 	Districtwide Vertical Content Meetings – 06/01/2022 and 08/12/2022 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes	

Goal 6 (State your graduation rate goal.): By the end of the 2022-2023 school year, the 4-year adjusted cohort graduation rate for the Class of 2023 will meet or exceed 98%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
			taught in the previous year.	BOE Agendas and Minutes	Title V
<p>All schools will select or develop comprehensive curricula for Science, Social Studies, Writing, and elective courses. Curricula will be researched, analyzed, and approved by SBDM Councils.</p> <p>KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6</p>	<p>Provide common frameworks for curriculum, instruction, and assessment to ensure student success.</p>	<p>Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within in-person and remote learning classrooms.</p>	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks Other Walkthrough Reports 	<p>Completed ELEOT Certifications – 01/15/2021 ELEOT Walkthrough Cycle 1 – 02/15/2021 ELEOT Walkthrough Cycle 2 – 04/15/2021 ELEOT Walkthrough Cycle 3 – 09/15/2021 Curriculum Checks – Monthly Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes</p>	<p>\$0 General Fund</p>
		<p>Teachers will use a common instructional framework.</p>	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations 	<p>Professional Learning – 08/15/2021 Staff Professional Growth Plans – 09/27/2021 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes</p>	<p>\$6,000 General Fund Title I Title IV Title V</p>
		<p>Vertical content meetings will be implemented across the district to review the learning continuum in reading and mathematics.</p>	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	<p>Vertical Content Meetings – 02/15/2021 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2021 Beginning of Year Content Meetings – 08/15/2021 SBDM Agendas and Minutes BOE Agendas and Minutes</p>	<p>\$2,000 General Fund Title I Title IV Title V</p>
<p>Implement personalized learning strategies and opportunities (differentiation) to increase student engagement.</p> <p>KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5</p>	<p>Create flexible, personalized learning opportunities for all students using research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.)</p>	<p>Develop and implement common examples of personalized learning.</p>	<ol style="list-style-type: none"> Common Personalized Learning Examples 	<p>Develop Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/30/2022 SBDM Agendas and Minutes BOE Agendas and Minutes Walkthroughs Lesson Plans</p>	<p>\$500 General Fund Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV</p>

Goal 6 (State your graduation rate goal.): By the end of the 2022-2023 school year, the 4-year adjusted cohort graduation rate for the Class of 2023 will meet or exceed 98%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
KCWP 6	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Purchase curriculum and instructional materials for personalized learning.	<ol style="list-style-type: none"> 1. Curriculum Purchased 2. Instructional Materials Purchased 3. Hexagon Tool 	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	Title V \$300,000 General Fund CARES Act Funds ESSER Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, ELA, StemScopes, and other curricula), student engagement strategies, and implementation of technology to provide staff with a strong foundation on the use of the programs, technology, and research-based strategies (i.e. John Hattie, Gregory Yates, Douglas Fisher, Nancy Frey, Catlin Tucker, etc.).	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	<ol style="list-style-type: none"> 1. Teacher Professional Learning Surveys 2. Approved Professional Learning Plans 3. Implemented Professional Learning Plans 	Teacher Professional Learning Surveys – 12/17/2021 Professional Learning Diagnostic – 01/01/2022 Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 Pre and Post Professional Learning Survey Data SBDM Agendas and Minutes BOE Agendas and Minutes	\$9,000 General Fund PD Gifted and Talented Preschool IDEA ESSER Title I Title III Title IV Title V

7: Safe and Healthy Students and Staff

Goal 7 (State your separate goal.): The health and wellness needs of all students PreK-12 and all staff will be a focus of all schools and programs to improve physical activity, nutrition, and social-emotional learning.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
A District Wellness Committee will be created and fully functioning to address student health and wellness needs focused on physical activity, nutrition, and social-emotional health of all students and staff throughout Owen County Schools.	Identify student/staff safety and health concerns and provide strategies and resources to overcome them. FRYSC will work in collaboration with all schools and departments to assist.	There will be established District Wellness Committee meetings throughout the remainder of the 2021-2022 school year and 2022-2023 school year that updates policies at the school and district level.	<ol style="list-style-type: none"> District Wellness Committee Agendas and Minutes School Health Assessment Results Updated District Wellness Policy Updated School Wellness Policies Board of Education Agendas and Minutes School SBDM Agendas and Minutes 	District Wellness Committee Analysis of Student Health Data – 06/01/2022 Updated District Wellness Policy – 06/30/2022 Updated School Wellness Policies – 12/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund FRYSC ESSER Title IV
All schools will continue to implement a research-based social and emotional learning curriculum to address the SEL needs of all students PreK-12.	SBDM Councils and school administration will monitor the SEL curriculum.	There will be an adopted SEL curriculum at each school that is monitored consistently in all classrooms.	<ol style="list-style-type: none"> School Committee Agendas and Minutes School SBDM Agendas and Minutes Purchased SEL Curriculum Hexagon Tool 	School Counselor Reports (OCES and MBMS) Xello Reports (OCHS) Walkthrough Data (All Schools) SBDM Agendas and Minutes BOE Agendas and Minutes	\$5,000 General Fund ESSER Title IV

Goal 7 (State your separate goal.): The health and wellness needs of all students PreK-12 and all staff will be a focus of all schools and programs to improve physical activity, nutrition, and social-emotional learning.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	SEL will be monitored at each school using the Resiliency Poll through TerraceMetrics. FRYSC will assist in the implementation of the assessment along with counseling with students after each administration.	There will be Resiliency Poll data on students (5-12) from each school. OCES will explore assessments to measure student SEL progress.	<ol style="list-style-type: none"> 1. Resiliency Poll Data 2. SBDM Council Agendas and Minutes 3. BOE Agenda and Minutes 4. Hexagon Tool 	Resiliency Poll Data – 05/31/2022 and November 1, 2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$4,000 General Fund FRYSC ESSER Title IV
All schools will implement a research-based multi-tiered system of support around the academic and behavioral needs of students.	Adopt and implement an MTSS plan that focuses on both academics and behavior.	SBDM Council will adopt an MTSS Plan. The district MTSS Manual will be revised and updated to reflect school plans. Staff will receive appropriate professional learning around academic and behavior supports.	<ol style="list-style-type: none"> 1. School MTSS Plan 2. District MTSS Manual 3. SBDM Council Agendas and Minutes 4. BOE Agendas and Minutes 5. Hexagon Tool 	School MTSS Plans – 06/30/2022 District MTSS Manual – 10/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$100,000 General Fund ESSER Title IV

8: Recruitment and Retention of Staff

Goal 8 (State your separate goal.): The recruitment and retention of staff will be a focus during the recruitment, hiring, onboarding, development of ongoing professional learning, and promotion of the district.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Create a positive public identity that encourages staff recruitment and retention.	Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.	Create a district marketing/branding plan.	1. Completed Marketing/Branding Plan	Marketing/Branding Plan Completed – 12/31/2022 BOE Agendas and Minutes	\$5,000 General Fund ESSER
Provide opportunities for staff camaraderie.	Develop a staff social calendar and school culture plan that includes opportunities for activities and social events. FRYSC will continue to participate in school culture and climate committees.	Create a school culture plan that includes a social calendar of activities and events.	1. School Culture Plan 2. Completed Social Calendar	School Culture Plan – Ongoing Completed Social Calendar – 02/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$5,000 General Fund ESSER FRYSC
Provide opportunities to recognize staff and teacher leaders throughout the district.	Create innovative brand-based processes, recognitions, and incentives to recruit and retain highly qualified staff.	Create a plan to recognize staff leaders.	1. Recognition Plan (List of Leadership Opportunities and Staff Leaders)	Completed Recognition Plan – 03/01/2022 BOE Agendas and Minutes	\$0 General Fund ESSER
Provide a structured staff induction process for new staff.	Create innovative brand-based processes, recognitions, and incentives to recruit and retain highly qualified staff.	Develop and Implement a Teacher Mentoring Program.	1. Monthly Agendas 2. Classroom Observations by Teacher Mentors and Mentees 3. New Teacher Reflections and Feedback 4. New Teacher Induction Meeting Minutes	Completed Written New Teacher Induction Plan – 03/01/2022 Mentor/Mentee Data Cycle 1 – 05/15/2022 New Teacher Reflections and Feedback Completed – Ongoing New Teacher Induction Meeting 1 – 07/29/2021 New Teacher Induction Meeting 2 – 01/03/2022 New Teacher Induction Meeting 3 – 03/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$0 General Fund ESSER Title I

Goal 8 (State your separate goal.): The recruitment and retention of staff will be a focus during the recruitment, hiring, onboarding, development of ongoing professional learning, and promotion of the district.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Conduct needs assessments (i.e. surveys, observations, and data analysis) to determine professional learning areas for both certified and classified staff.</p>	<p>Utilize effective needs-based professional learning with both certified and classified staff.</p>	<p>Completed Needs Assessments and Professional Learning Plans</p>	<ol style="list-style-type: none"> 1. Completed Needs Assessments 2. Completed Professional Learning Plans 3. SBDM Councils Agendas and Minutes 4. Hexagon Tool 5. BOE Agendas and Minutes 	<p>Completed School/District Needs Assessments – 01/01/2022 Approved School/District Professional Learning Plans – 02/28/2022 SBDM Agendas and Minutes BOE Agendas and Minutes</p>	<p>\$50,000 General Fund PD ESSER Title I Title IV</p>
<p>Leadership development opportunities and professional learning will be provided to school and district administration that is focused on the following: (1) Evidence-Based, (2) Leadership Capacity, (3) Dispositional Hiring, and (4) Coaching Supports. This will also include providing leadership opportunities and professional learning for teachers aspiring to be leaders.</p>	<p>Create leadership development opportunities for school/district administration that focuses on enhancing skill development around dealing with adaptive/technical challenges, dispositional hiring, and coaching. Professional learning communities will be created for principals, assistant principals, and school counselors to assist with leadership and professional development. Teacher leader network will be created for aspiring leaders.</p>	<p>Develop and implement a PLC Network for Principals. Develop and implement a PLC Network for Assistant Principals. Develop and implement a PLC Network for School Counselors. Develop and implement a teacher leader network for aspiring leaders.</p>	<ol style="list-style-type: none"> 1. PLC Plan for Principals 2. PLC Plan for Assistant Principals 3. PLC Plan for School Counselors 4. Leadership Network Plan for Aspiring Leaders 	<p>Completed PLC Plans for All Workgroups – 01/31/2022 Confirmed PLC Meeting Schedule – 01/31/2022 PLC Meetings Begin – 02/01/2022 PLC Agendas and Minutes</p>	<p>\$20,000 General Fund PD ESSER Title I Title IV</p>