

Comprehensive School Improvement Plan (CSIP) for Owen County Elementary School

January 1, 2021 – December 31, 2021

Rationale

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

Operational Definitions

Goal: Long-term three to five year targets based on the required school level goals. Elementary/middle schools must have goals for proficiency, separate academic indicator, achievement gap, and growth. High schools must have goals for proficiency, separate academic indicator, achievement gap, graduation rate, and transition readiness. Long-term targets should be informed by The Needs Assessment for Schools.

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 school 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: 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 assessments.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: 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 the 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 Agenda and Minutes	\$0 General Fund
		Teachers will use a common instructional framework; including but not limited to guided reading instructional plan, Orton Gillingham Phonics instruction, and the districtwide instructional delivery model.	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.	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 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
		Data teams will meet weekly to plan, study, and act on the data received from formative and summative assessments.	1. Formative Data 2. Diagnostic Reading data given Jan. and May (k-3)	PLC Agendas and Minutes Data sheets Benchmark Assessment System Data	\$1000 ESS funds ESSER

Goal 1: 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 assessments.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 2: Owen County Elementary will deliver comprehensive curricula for ELA and Math with fidelity and consistency. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5	Provide balanced literacy instruction as well as conceptual understanding in mathematics.	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
		Teachers will use the districtwide instructional delivery model and use on-going formative and summative assessments aligned with the content standards.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations Formative Assessments Summative Assessments 	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 PLC Agendas and Minutes	\$6,000 General Fund ESSER Title I Title IV Title V
		Teachers will design mathematics lessons with the CRA model in mind. (concrete, representational, abstract)	<ol style="list-style-type: none"> TPGES Evaluations ELEOT Walkthrough Reports 	Professional Learning – 08/16/2022 Staff Professional Growth Plans – 09/30/2022 Teacher Reflections – 09/21/2022 TPGES Observations – 03/31/2023 PLC Agendas and Minutes	\$0
		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. 	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 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

Goal 1: 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 assessments.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 3: 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	Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/31/2022 Lesson Plans SBDM Agendas and Minutes BOE Agendas and Minutes	\$500 ESSER General Fund Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
		Multi-Tier Support System (MTSS) Meetings will be held monthly to discuss data and support systems designed to meet individual student’s needs in RTI	1.Formative Assessments 2.CBM data 3.MAP Scores 4. iReady Diagnostic	Ongoing assessments Universal Screener CBM data	\$0 District support with assessment
		Provide interventions in reading and math using research-based programs	Intervention schedule	Student Success Team Agenda and Minutes	
		Teachers working with gifted and talented teacher to develop activities to enrich students in reading and math.	Lesson plans	PLC Agenda and Minutes	
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Curriculum and Instructional Materials for personalized learning. (example: leveled readers for interventions and guided reading groups, manipulatives for concrete and representational model in mathematics)	1. Curriculum Purchased 2. Instructional Materials Purchased 3. Hexagon Tool	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 06/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$400,000 General Fund ESSER CARES Act Funds 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, Zearn, and other technology supplemental	Professional Learning Plans are developed and implemented to increase professional development in the area of differentiation, guided reading, district instructional delivery	1. Teacher Professional Learning Survey 2. Approved Professional Learning Plans	Teacher Professional Learning Survey Completed - 12/17/21 Professional Learning Diagnostic 01/01/2022	\$9,000 General Fund PD ESSER Gifted and Talented Preschool

Goal 1: 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 assessments.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	material), 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.).	model, and customization of Eureka math according to Professional Learning Standards .	3. Implemented Professional Learning Plans	Approved Professional Learning Plans – 02/28/2022 Professional Learning Scheduled – 04/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	IDEA Title I Title III Title IV Title V

2: Separate Academic Indicator

Goal 2 By the end of the 2022- 2023 school year, 70% of Owen County Elementary 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
Objective 1: 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 a common writing plan and science framework for curriculum to ensure student success in the areas of writing and science.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within the 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
		Develop a common instructional framework for writing and science.	<ol style="list-style-type: none"> Professional Growth Plans Professional Development Records of Participation Teacher Reflections TPGES Evaluations Writing Plan Writing Benchmarks Science Curriculum documents K-4 	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 PLC Agendas and Minutes Committee Minutes Analyze data from Benchmarks given in Sept. Dec., and April	\$6,000 General Fund ESSER Title I Title IV Title V
		Vertical content meetings will be implemented across the school and district to review the learning continuum in writing and science	<ol style="list-style-type: none"> Vertical Meeting Agendas Highlighted Standard Sets with what was taught in the previous year. 	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 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

Goal 2 By the end of the 2022- 2023 school year, 70% of Owen County Elementary 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
Objective 2: Owen County Elementary will select or develop comprehensive curricula for Science and Writing. Curricula will be researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6	Students will engage in inquiry-based science that will be deepened using the eight scientific and engineering practices.	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within the 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
		Through use of everyday, observable, scientific phenomena, students will be able to go from scientific misconceptions to scientifically based conceptions.	<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 PLC Agendas and Minutes Committee Minutes	\$6,000 General Fund Title I Title IV Title V
		All students K-4 will engage in a STEAM curriculum.	PLTW curriculum	Professional Learning Community (PLC) Agenda 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 taught in the previous year. 	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund Title I Title IV Title V
Objective 3: Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2	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	Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/31/2022 Lesson Plans SBDM Agendas and Minutes BOE Agendas and Minutes	\$500 General Fund Gifted and Talented Preschool IDEA Title I Title III

Goal 2 By the end of the 2022- 2023 school year, 70% of Owen County Elementary 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 3 KCWP 4 KCWP 5 KCWP 6	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Curriculum, Instructional Materials, and personalized learning.	1. Curriculum Purchased 2. Instructional Materials Purchased	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 06/30/2021 SBDM Agendas and Minutes BOE Agendas and Minutes	Title IV Title V \$400,000 General Fund CARES Act Funds Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
	Provide professional learning on the implementation of the NGSS standards. This includes leading students to mastery of scientific and engineering practices, crosscutting concepts, and disciplinary core ideas.	Professional Learning Plans are developed and implemented for each school across the district according to Professional Learning Standards .	1. Approved Professional Learning Plans 2. Implemented Professional Learning Plans	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	\$9,000 General Fund PD Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

3: Achievement Gap

Goal 3: By the end of the 2022-2023 school year, Owen County Elementary 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
Objective 1: 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 the 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
		Teachers will use a common instructional framework; including but not limited to guided reading plans, Orton Gillingham Phonics Instruction and districtwide instructional delivery model.	<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 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. 	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund Title I Title IV Title V
		Data teams will meet weekly to plan, study, and act on data received from formative and summative assessments.	<ol style="list-style-type: none"> PLC Agenda and Minutes 	Walkthrough Reports TPGES Observations	\$0
Objective 2: Owen County Elementary School will deliver comprehensive curricula for Reading, Writing, Phonics, and Math with fidelity and consistency. Curricula will	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 the classrooms.	<ol style="list-style-type: none"> Administrative Certification in ELEOT ELEOT Walkthrough Reports. Curriculum Checks 	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	\$0 General Fund

Goal 3: By the end of the 2022-2023 school year, Owen County Elementary 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
be researched, analyzed, and approved by SBDM Councils and delivered with fidelity. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6			4. Other Walkthrough Reports	Walkthrough Reports – Monthly SBDM Agendas and Minutes BOE Agendas and Minutes	
		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 Title I Title IV Title V
		Vertical content meetings will be implemented across the school and 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.	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund Title I Title IV Title V
Objective 3: Implement personalized learning strategies and opportunities (differentiation) to increase student engagement. KCWP 1 KCWP 2 KCWP 3 KCWP 4	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	Common Personalized Learning Examples	Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/31/2022 Lesson Plans SBDM Agendas and Minutes BOE Agendas and Minutes	\$500 General Fund Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

Goal 3: By the end of the 2022-2023 school year, Owen County Elementary 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 5 KCWP 6		Data Team Meetings will be held weekly to plan, and study data and support systems designed to meet individual student’s needs.	<ol style="list-style-type: none"> Formative Assessments Data sheets 	PLC Agendas and Minutes	\$0
	Invest in curriculum materials and other instructional tools to meet the personalized learning needs of students.	Students identified by Universal Screening and Classroom Assessments will receive reading and math interventions through a research-based program. Differentiated instruction	<ol style="list-style-type: none"> Curriculum Purchased Instructional Materials Purchased Chromebooks Purchased 	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 06/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes CBM	\$400,000 General Fund CARES Act Funds Gifted and Talented Preschool IDEA Title I Title III Title IV Title V
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, Engage NY 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"> Approved Professional Learning Plans Implemented Professional Learning Plans 	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	\$9,000 General Fund PD Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

4: Growth

Goal 4 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Elementary School 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
Objective 1: 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. (Guided Reading on Instructional level, Workshop Model)	Conduct ELEOT, and other instructional walkthroughs, to measure student engagement and instructional pedagogy within the 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
		Teachers will use a common instructional framework.	1. Professional Growth Plans 2. Professional Development Records of Participation 3. Teacher Reflections 4. TPGES Evaluations 5. Benchmark/exit criteria k-4	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 Diagnostic Reading Assessment	\$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.	1. Vertical Meeting Agendas 2. Highlighted Standard Sets with what was taught in the previous year.	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund Title I Title IV Title V
Objective 2 OCES will deliver comprehensive curricula for Reading, Writing, Science, and Writing with fidelity. Curricula will be	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 the classrooms.	1. Administrative Certification in ELEOT 2. ELEOT Walkthrough Reports. 3. Curriculum Checks	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	\$0 General Fund

Goal 4 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Elementary School 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
researched, analyzed, and approved by SBDM Councils. KCWP 1 KCWP 2 KCWP 3 KCWP 4 KCWP 5 KCWP 6			4. Other Walkthrough Reports	SBDM Agendas and Minutes BOE Agendas and Minutes	
		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 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.	District Vertical Content Meetings – two times a year – by 06/01/22 and 08/12/22 Highlighted Content Standard Sets Given to Next Grade Level– 06/01/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$2,000 General Fund 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	Common Personalized Learning Examples	Personalized Learning Examples – 06/01/2022 Implement Personalized Learning Examples – 12/31/2022 Lesson Plans SBDM Agendas and Minutes BOE Agendas and Minutes	\$500 General Fund 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.	Curriculum and Instructional Materials Purchased personalized learning.	1. Curriculum Purchased 2. Instructional Materials Purchased	Curriculum Purchased – 03/31/2022 Instructional Materials Purchased – 06/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$400,000 General Fund CARES Act Funds Gifted and Talented Preschool IDEA Title I Title III

Goal 4 (State your growth goal.): By the end of the 2022-2023 school year, Owen County Elementary School 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
					Title IV Title V
	Provide professional learning around purchased curriculum (e.g. Benchmark, Eureka Math, Engage NY 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. Approved Professional Learning Plans 2. Implemented Professional Learning Plans 	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	\$9,000 General Fund PD Gifted and Talented Preschool IDEA Title I Title III Title IV Title V

5: Safe and Healthy Students and Staff

Goal 5: The health and wellness needs of all students PreK-4 and 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 Wellness Committee will be created and fully functioning to address student health and wellness needs focused on physical activity, nutrition, and social-emotional learning of all students throughout Owen County Elementary.	Identify staff and student safety and health concerns and provide strategies and resources to overcome them.	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 Title IV
OCES will implement a research-based social and emotional learning curriculum to address the SEL needs of all students PreK-4. (Second Steps)	Second Steps Curriculum	Counselors will deliver SEL curriculum through monthly lessons.	<ol style="list-style-type: none"> School Committee Agendas and Minutes School SBDM Agendas and Minutes Purchased SEL Curriculum 	Walkthrough Data School Counselor Reports SBDM Agendas and Minutes BOE Agendas and Minutes	\$5,000 General Fund Title IV
	Develop a Positive Behavior Interventions and Support System	Establish a foundation of regular proactive support while preventing unwanted behaviors provided to all students.	<ol style="list-style-type: none"> School Motto Incentive system 	School Motto Developed Incentive System	\$1,000
	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.	OCES will explore the Resiliency Poll data on students (3-4) at the Upper Elementary.	<ol style="list-style-type: none"> Resiliency Poll Data SBDM Council Agendas and Minutes BOE Agenda and Minutes 	Resiliency Poll Data – 05/31/2022 SBDM Agendas and Minutes BOE Agendas and Minutes	\$4,000 General Fund FRYSC ESSER Title IV
OCES will explore and implement a research based MTSS system	Adopt and implement an MTSS plan focused on both academics and behavior.	SBDM will adopt an MTSS plan	<ol style="list-style-type: none"> SBDM Plan Revised MTSS manual 	<ol style="list-style-type: none"> SBDM Plan 6/30/2022 Revised District MTSS manual 10/01/2022 	\$100,000 General Fund ESSER

Goal 5: The health and wellness needs of all students PreK-4 and 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
of support around academics and behavior needs of students.		<p>MTSS manual will be revised to reflect school plan.</p> <p>Staff will receive appropriate professional learning around academic and behavior supports.</p>	3. Professional Learning for staff	3. Professional Learning 08/12/2022	

6: Recruitment and Retention of Staff

Goal 6: 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 1. 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. Orientation for new staff to learn about the systems and processes of the school. Staff will be introduced to the way things are done and expected at OCES.	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 Title V

Goal 6: 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
Conduct needs assessments (i.e. surveys, observations, and data analysis) to determine professional learning areas for both certified and classified staff.	Utilize effective needs-based professional learning with both certified and classified staff.	Completed Needs Assessments and Professional Learning Plans	<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 	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	\$50,000 General Fund PD ESSER Title I Title IV
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.	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.	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.	<ol style="list-style-type: none"> 1. PLC Plan for Principals 2. PLC Plan for Assistant Principals 3. PLC Plan for School Counselors Leadership Network Plan for Aspiring Leaders	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	\$20,000 General Fund PD ESSER Title I Title IV