



# **Comprehensive School Improvement Plan**

Harlan Elementary School

Harlan Independent

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## **Introduction**

The following Kentucky Department of Education resources should be referenced to assist in the development of Comprehensive School and District Improvement plans. Each document outlines the purpose and characteristics of effective plans by component.

Needs Assessment: <http://education.ky.gov/school/csip/Documents/Effective%20Needs%20Assessment.pdf>

Goals: <http://education.ky.gov/school/csip/Documents/Effective%20KBE%20Goals.pdf>

Objectives: <http://education.ky.gov/school/csip/Documents/Effective%20School%20Objectives.pdf>

Strategies: <http://education.ky.gov/school/csip/Documents/Effective%20Strategies.pdf>

Activities: <http://education.ky.gov/school/csip/Documents/Effective%20Activities.pdf>

Executive Summary: <http://education.ky.gov/school/csip/Documents/Effective%20Executive%20Summary.pdf>

KDE encourages the use of the 30-60-90 day plan template as schools incorporate and monitor the goals, objectives, strategies and activities specified in the Comprehensive Improvement Plan.

# **Phase I - Equitable Access to Effective Educators School Diagnostic**

## Introduction

National data show that poor and minority students, English Language Learners and students with disabilities continue to be taught more often than their peers by inexperienced, out-of-field or ineffective teachers. As a result, the United States Department of Education (USDE) required states to develop equity plans and use evidence based strategies to address this issue. Kentucky's plan is focused on teacher preparation; recruitment, hiring and placement of teachers; providing supports for on-going, job-embedded professional learning; and strategies to retain teacher and leaders.

All districts and schools in Kentucky are required to identify barriers and develop strategies to address these issues to achieving equitable access to effective educators for students most at risk. This is being incorporated within the Comprehensive District and School Improvement Plans. This diagnostic should be used as tool for identification of barriers and a catalyst for development of strategies that will result in novice reduction for gap closure. Strategies will be incorporated into the Comprehensive School Improvement Plan.

Kentucky's Plan Submitted to U.S. Education Department

<http://education.ky.gov/teachers/PGES/Documents/Teacher%20Equity%20Plan.pdf>

**Equitable Access to Effective Educators - School**

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
School Equity Data (1)	Complete the School Equity Data tab for this diagnostic. Include at least one other self-selected indicator for consideration. *Self-selected data could come from a variety of sources. It should be relevant to the needs of the school. Examples could include: principal, teacher or student demographic data; percentage of National Board Certified Teachers or Advanced Degrees; teacher or principal effectiveness data, TELL, turnover. **The school should complete the information in the chart ONLY for the subgroups reported in the School Report Card where the data has been suppressed to protect student identification required by the Family Educational Rights and Privacy Act (FERPA). Follow the steps below:	I acknowledge that I have uploaded the School Equity Data.		Working Conditions Spreadsheet Equity Information Spreadsheet

**Provide a brief analysis the school data from the chart. Include any trends, note-worthy data points or perceptions the data has provided related to equitable access to effective educators.**

Harlan Elementary Equity Analysis 2016

The analysis of Harlan Elementary School equitable data to effective educators shows that Harlan Elementary School has 274 students enrolled in kindergarten through fourth grade. Harlan Elementary School has 37 minority students, which calculates to 14% minority. Harlan Elementary School has 189 students or 68.98% students who qualify for free/reduced lunch. Harlan Elementary has 57 students with disabilities or 20.80% including speech/language.

The faculty data includes one principal with 0-3 years experience, as well as 17 teachers with 4 or more ears of experience or 94.44%. Harlan Elementary has 1 teacher with 1 -3 years of experience or 5.56%. The Tell Survey result for teacher leadership includes 18 teachers or 68.40% checked agree or strongly agree with equity measure which includes managing student conduct, community engagement/support, school leadership, overall effectiveness of school teachers and leaders, overall student growth rating of teachers and leaders and percentage of new teacher and teacher turnover. The data for KTIP or new teacher includes 1 teacher or 5.56%.

**After the data analysis is complete, the school will then identify the barriers (challenges) for some of the identified trends. An identified barrier, for example, could be higher teacher turnover in priority schools as compared with non-priority schools. Once the barriers have been identified, then root causes of why the barriers exist will be included.**

Barriers

1. Class size
2. Limited personal
3. Materials



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4. Time
5. Instruction
6. Students external factors
7. Funding
8. Technology
9. Outside student extenuating circumstances

Label	Assurance	Response	Comment	Attachment
Goal Setting (4)	<p>Complete the School Equity Goals tab. Use the school's most recent measures in the Equity tab of the School Report Card to set equitable access goals for the next three years. The measures include: Working Conditions, Overall Teacher and Leader Effectiveness, Overall Student Growth, Percentage of new and KTIP teachers, and Percentage of Teacher Turnover.</p> <p>***Goals should reflect an analysis of barriers, root causes and strategies.</p>	I acknowledge that I have uploaded the School Equity Goal Data.		school_Equity_Diagnostic-1.xlsx working Comnditions Spreadsheet

**Equitable access to effective educators must be reflected in the Comprehensive School Improvement Plan. Strategies could include, but are not limited to, recruitment; hiring and placement of teachers and/or students; providing supports for on-going, job-embedded professional learning to improve teacher and leader effectiveness; and strategies to retain teacher and leaders, particularly in high needs schools. Once implemented, these should assist the school in meeting the goals set in the previous section.**

**If there are strategies and activities within one of the five major goals of the CSIP, which adequately addresses equitable access, the school may select the appropriate goal, objective, strategies and activities.**

**OR**

**The school may create a new goal to address equitable access to effective educators. Once a new goal has been created, the school will need to include appropriate objectives, strategies and activities.**

**The school may choose to provide an optional narrative response to include any additional information, but this is not required.**

**Goal 1:**

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

**Measurable Objective 1:**

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP.

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## Strategy1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers, ELA Committee

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

## Measurable Objective 2:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

## Strategy1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

Research Cited:

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Academic Support Program Direct Instruction	01/02/2017	12/31/2017	\$0 - No Funding Required	Arts Specialist and Principal

Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800 - Other	Principal

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Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programing as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal and Practical Living teachers

Activity - SPARKS Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborated to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

### Measurable Objective 3:

collaborate to update the social studies curriculum to conform to new state standards by 06/30/2017 as measured by completed curriculum documents.

### Strategy1:

Curriculum Assessment - Teachers will develop curriculum maps and assessment items aligned with the KCAS Social Studies.

Category: Integrated Methods for Learning

Research Cited:

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Activity - Social Studies Curriculum Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

## Measurable Objective 4:

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

## Strategy1:

Curriculum, Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.

Category: Continuous Improvement

Research Cited:

Activity - Curriculum Map and Common Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluation common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Staff, Principal

## Strategy2:

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Pimser Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750 - Title I Schoolwide	Principal and Supervisor of Instruction

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Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implemet, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250 - State Funds \$250 - District Funding	Principal

Activity - Math Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal and Supervisor of Instruction

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Reading Recovery Specialist

Activity - Conceptual Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000 - School Council Funds	Principal

Activity - Digital Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000 - Title I Part A	Principal

Activity - MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750 - Other	Principal

Activity - Literacy Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal, Supervisor of Instruction

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Activity - KAGAN	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$250 - General Fund \$0 - No Funding Required	Principal

### Strategy3:

Educational Experiences - Equitable access to well rounded educational experiences (e.g. the arts, health and physical education , career/ technical pathways in addition to core academics) provided to students; formative assessment practices processes used consistently to effectively monitor and adjust services in response to student's demonstrated learning, regularly guiding students towards their next target/goals.

Category: Learning Systems

Research Cited:

Activity - Scrimmage Test	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal

Activity - MAP Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500 - School Council Funds	Principal

Activity - ELA Benchmark Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

### Strategy4:

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

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Research Cited:

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

## Measurable Objective 5:

collaborate to increase the percentage of students scoring Proficient and Distinguished in science to 86.8 by 06/01/2017 as measured by the K-PREP.

## Strategy1:

Curriculum/Assessment - Teacher will develop curriculum maps and assessments items aligned with the KCAS in Science.

Category: Integrated Methods for Learning

Research Cited:

Activity - Science Standards Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the SESC and ECU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

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Activity - Science Enrichment Rotation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employe a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500 - Title I Part A	Principal, Superintendent

Activity - Science PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Science Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Science Resource Teacher

## Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

## Measurable Objective 1:

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

## Strategy1:

Comprehensive Improvement Planning - Use data analysis and planning to better understand, target, and meet the unique needs of student population groups to close achievement gaps

Category: Management Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - CSIP Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Form and train a Comprehensive School Improvement planning team to include certified and classified staff members and parents to develop and update the CSIP for the school.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal



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Activity - Comprehensive Needs Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct a comprehensive needs assessment annually using available data from the School Report Card, state and local testing, the TELL Kentucky survey, CIITS usage reports, school wellness report card, and other appropriate sources to identify areas needed for improvement and monitor achievement of nonduplicated gap students.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

## Strategy2:

Digital Learning - uses digital resources, blended learning, and online courses to personalize learning, allow thoughtful reflection, and differentiate instruction across a diverse group of learners

Category:

Research Cited: KDE Closing the Achievement Gap Delivery Plan

Activity - Early Morning Access	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Digital Learning Tools Subscriptions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900 - State Funds	Principal

Activity - Dragon Help	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Strategy3:

Best Practices and Sustainability - Utilizes identified best practices and strategies effective in closing achievement gaps and improving student outcomes.

Category: Continuous Improvement

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Born Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Born Learning Parent Educator and FRYSC Coordinator

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<b>Activity - Family Literacy Night</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Provide a Family Literacy Night at least twice a year to promote development of literacy skills	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Language Arts Committee

<b>Activity - Homework Help for Parents</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Communicate with parents on how to help their child with homework and how homework relates to the child's overall education (e.g., provide website with homework help resources and weekly WAAG)	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

<b>Activity - Title I Annual Meeting</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Hold annual meeting for parents as required by Title I with emphasis on understanding the schoolwide project, ways of being involved as a parent, the curriculum, and assessment results.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

<b>Activity - Home Visits</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Make visits to homes of students who are experiencing learning or behavioral issues at school	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

<b>Activity - Parent Shadowing Day</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
One day a year each grade level will offer parents an opportunity to observe their child in the classroom during instruction.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

<b>Activity - Fitness Fair</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
HES working in collaboration with ARH will conduct a Fitness Fair twice a year,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, FRYSC Coordinator

<b>Activity - Parent Volunteers</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Collaborate with the Parent Teacher Organization to recruit and operate a parent volunteer program to provide support our school.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, PTO President

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Activity - Communication with Parents	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Keep parents informed about what their children are learning through Parent Teacher Conference Nights, Week at a Glance (available both in paper and at the on-line classroom each week) and newsletters.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - Parent-Teacher Conference Days	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct two parent-teacher conference days during the year, one each semester.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Strategy4:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Small Group Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Community-based Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Student Intervention Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Guidance Counselor

Activity - ESS Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000 - State Funds	Principal

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Activity - Intervention Plans	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor

Activity - Americorp Aide	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500 - General Fund	Principal

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Gifted Education Teacher

Activity - Multi-sensory (MARS) Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-2 Teachers will participate in Multi-sensory (MARS) Professional Learning opportunities through the SESC co-op.	Professional Learning	01/04/2016	12/31/2016	\$0 - No Funding Required	Principal, Director of Special Education

Activity - Reading Intervention Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500 - Title I Part A	Principal, Superintendent

Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711 - Other	Principal

### Goal 3:

Harlan Elementary will rate as distinguished in all program review areas.

### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

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## Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborate to provide engaging lessons and activities for all grade levels K-4 in the Spanish Culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HS Spanish Teacher, HES Teacher

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HES Teachers, Program Review Lead

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers	Direct Instruction Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Arts Specialist and Arts Teachers

Activity - SPARKS	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students will participate weekly in the SPARKS Curriculum	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, PLCS Teachers

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Activity - Program Review Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Program Review Leads

Activity - Yogi for Kindergarten	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Kindergarten students will participate in a elementary Yogi curriculum during intentionally scheduled PLCS time	Behavioral Support Program	01/02/2017	12/31/2017	\$500 - Grant Funds	Principal, Yogi Specialist

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally scheduled Practical Living time	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal, PLCS Teacher

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal, HES Teachers

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Coordinated School Health will develop and implement the School wellness plan, monitoring physical activity, and ensuring quality PLCS programming as relating to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

## Goal 4:

At least 95% of the teachers at Harlan Elementary will be rated as effective under the Professional Growth and Effectiveness System by 2020.

## Measurable Objective 1:

# Comprehensive School Improvement Plan

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collaborate to establish a baseline score for teachers of 50% accomplished or exemplary by 06/01/2016 as measured by the PGES.

## Strategy1:

Human Capital Management Plan - use data to drive school actions to acquire top talent, develop and retain talent over time, place equitably distributed teachers and leaders in key roles in the school to support student learning all shaped by data from the Professional Growth and Effectiveness System.

Category:

Research Cited: KDE Next Generation Professionals Delivery Plan

Activity - Highly Qualified Professionals	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Interview and employ only those applicants for teaching and paraprofessional positions within the school who meet the Federal guidelines to be highly qualified.	Recruitment and Retention	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Staff Recruitment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the district to advertise positions widely within the state and region.	Recruitment and Retention	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Orientation for Parent Volunteers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Create a committed to develop an orientation packet for parent volunteers and provide them with training on school expectations procedures, and confidentiality.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

## Strategy2:

Professional Growth and Effectiveness System - Uses a weighted system designed to support student achievement, continuous improvement and multiple measures of teacher and principal effectiveness consisting of student growth, observation, self-reflection, student voice and professional growth planning.

Category:

Research Cited: KDE Next Generation Professionals Delivery Plan

Activity - Student Growth Goal Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide training and support for teachers in developing and assessing achievement of Student Growth Goals and entering data into CIITS.	Professional Learning	01/02/2017	12/31/2017	\$500 - State Funds	Supervisor of Instruction, Principal

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Activity - Peer Observer Exchanges	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide opportunities to teachers to partner in observing each other using the Kentucky Framework for Teaching and PGES protocols for self-assessment and improvement.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	District Certified Evaluation Contact, Principal

### Strategy3:

Professional Learning and Support - Educators receive specific personalized feedback through data gathered from multiple sources to gain understanding of their current performance and use their personalized feedback to collaboratively develop and implement an appropriate professional learning plan.

Category: Professional Learning & Support

Research Cited: KDE Next Generation Professionals Delivery Plan

Activity - Framework for Teaching Mini-Sessions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During bi-monthly PLC meetings, teachers participate in mini-sessions to increase understanding of the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Framework for Teaching Walk-throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The principal will conduct regular classroom walk-throughs and coaching focused on effective teaching within the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

### Goal 5:

Reduce all students who are novice in reading and math by 10% by 2017.

### Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP

### Strategy1:

Continuous Improvement - We will use intervention strategies to address students who are not reaching benchmarks

Category: Learning Systems

Research Cited: KDE Delivery Targets

Activity - Extended School Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200 - District Funding	Principal, Director of District Wide Services, ESS Coordinator, Teachers



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Activity - Response to Intervention	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Director of Special Education, Principal, Teacher

## Strategy2:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction

Category: Integrated Methods for Learning

Research Cited:

Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - . Ameri Corp Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000 - Grant Funds	Principal, Superintendent

Activity - Advisory Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

# **Phase I - The Missing Piece**

## **Introduction**

This report provides a comprehensive response to the six objectives of The Missing Piece set for the by the Commissioner's Parent Advisory Council (CPAC). This diagnostic uses performance measurement and progress, as well as relationship building, resources and support to build capacity within schools and districts measure parent involvement and the desired outcome being made. Use the links below to navigate the diagnostic content and respond to the questions.

## Stakeholders

**What stakeholders (name and title) did you engage for the purpose of completing the Missing Piece diagnostic?**

PTO Officers

Scott Lisenbee, President

Lisa Perry, Vice President

Adele Cornett, Secretary

Tammy Myers, Treasurer

Harlan Elementary School Parents and Families

Harlan Elementary School Staff

Harlan Elementary School SBDM Members

Vickie Anderson, Principal

Cindy Wilson

Heather Benson

Leslie Goss

Georges Daama

Adele Cornett

Harlan Elementary School CSIP Members

Vickie Anderson, Principal

Cathy Estep

Lisa Dixon

Heather Benson

Jessica Bolton

Jennifer Morton

Leann Chasteen

Tracy Gilbert Mary Lou McCarthy, Parent

**Relationship Building**

Overall Rating: 3.57

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.1	Parents report that school staff understands and demonstrates how strong relationships with parents contribute to effective teaching and learning.	Parents report that school staff understands and demonstrates how strong relationships with parents contribute to effective teaching and learning.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.2	School staff implements systematic steps to welcome the parents of new and English as-a-Second-Language (ESL) students (for example, using home visits, personal calls or letters, open houses and/or other methods).	School staff implements systematic steps to welcome the parents of new and ESL students (for example, using home visits, personal calls or letters, open houses, and/or other methods).	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.3	Parents and other stakeholders report that they are actively welcomed when they visit the school.	Parents and other stakeholders report that they are actively welcomed when they visit the school.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.4	School staff implements systematic steps to encourage parents to attend school activities and participate in decisions about their children's learning.	Parents and community stakeholders have authentic participation, help plan and implement school and district improvement activities.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.5	School staff involves parents in personal communication about their students' progress at least once a month.	District and school staffs encourage continuous and meaningful communication with all parents about their student's academic goals and progress.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.6	School staff completes needs assessment with all parents to determine resources necessary for their child's academic success.	District and school staff identify family interests, needs and barriers and provides services to ensure academic success.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
2.7	All parents are asked for feedback on the school's efforts to welcome and engage parents and the feedback is used to improve the school's efforts.	Students/family feedback data on school welcoming and engagement efforts is retained in a usable confidential format and can be retrieved for district or school assistance to families.	Distinguished

**Communications**

Overall Rating: 3.29

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.1</b>	School staff implements systematic efforts to inform parents about academic goals, class work, grades and homework for their children in their home language. (For example, classroom contracts, student assignment books, homework websites, and online grade books).	School staff implements systematic efforts to inform parents about academic goals, class work, grades and homework for their children in their home language. (For example, using classroom contracts, student assignment books, homework websites, and online grade books.)	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.2</b>	School staff offers varied ways that parents can share information with teachers about their children's learning needs. (For example, phone and e-mail contacts, offering parent conferences, making home visits, or other methods).	District/school staff, parents and community stakeholder's work together to learn from the use of all resources available to meet the student's and parent's learning needs.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.3</b>	School staff partners with community leaders and organizations to build parent understanding of academic expectations, school strategies, and student achievement results.	School and district staffs use several strategies to involve community leaders to assist in parent education on issues directly related to student achievement.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.4</b>	School staff offers parents opportunities to discuss school-wide achievement issues, including assessment data, at least once a semester.	School staff offers parents opportunities to discuss school-wide achievement issues, including assessment data, at least once a semester.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.5</b>	School staff implements systematic efforts to maximize parent-teacher conference participation. (For example, offering multiple locations, convenient times, follow-up with parents who do not reply to first notices, and opportunities for student-led conferences).	School staff implements systematic efforts to maximize parent-teacher conference participation. (For example, offering multiple locations, convenient times, follow-up with parents who do not reply to first notices, opportunities for student-led conferences).	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.6</b>	At least 50 percent of parents respond to annual school and/or district stakeholder surveys.	District-wide stakeholder surveys are given to parents and teachers encourage parents to respond.	Apprentice

# Comprehensive School Improvement Plan

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	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.7</b>	Stakeholder survey data is consistently used to plan school improvement efforts and to evaluate their effectiveness.	Stakeholders help plan district and school survey content regarding school performance as it relates to their child.	Distinguished

**Decision Making**

Overall Rating: 2.86

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.1	The school staff offers professional learning community opportunities, workshops, and easily accessible written information to equip parents for service on the SBDM council and committees.	All stakeholders are provided with multiple opportunities to learn about the decision-making process and to participate at all levels including professional learning communities, school council, and its committees.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.2	School council and committees facilitate broad parent participation by actively recruiting diverse membership, providing interpreters and translated materials when needed, setting convenient meeting times, and seeking wide parent input. At least 40 percent of parents vote in SBDM parent election.	School council and committees have some parent members, may provide translators, meet at time and place convenient to staff. Elections are held at convenient times and are publicized, but less than 20% of the parents vote in SBDM parent election.	Apprentice

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.3	Parents on the SBDM council and committees engage and mentor many other parents by reporting to multiple groups and seeking input through surveys, meetings, and varied other methods.	Parents on the SBDM council and committees engage and mentor many other parents by reporting to multiple groups and seeking input through surveys, meetings, and varied other methods.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.4	The school council adopts measurable objectives and plans coherent strategies to build authentic parent participation, and the school council monitors the implementation and impact of that work.	School council adopts measurable objectives and plans coherent strategies to build authentic parent participation, and the school council monitors the implementation and impact of that work.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.5	School council policies ensure active roles for parents on SBDM council and committees, and other groups making decisions about school improvement.	School council policies ensure active roles for parents on SBDM committees, in school improvement planning, and also in decisions about the education of their individual children.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.6	Parents report that they are treated as valued partners on school leadership teams, SBDM council and committees, the school council, and other groups making decisions about school improvement.	Parents report that they are treated as valued partners on school leadership teams, SBDM council and committees, and other groups making decisions about school improvement.	Proficient



# Comprehensive School Improvement Plan

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	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.7	School staff has a plan to identify new and experienced parent leaders who support and build capacity for parents to serve effectively on the school council and committee work.	School staff provides opportunities for outgoing parent council members to meet with new parent council members to share knowledge of serving on the council.	Apprentice

**Advocacy**

Overall Rating: 3.0

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.1	School staff ensures every student has a parent and/or another adult who knows how to advocate, or speak up for them, regarding the student's academic goals and individual needs.	School staff ensures every student has a parent and/or another adult who knows how to advocate, or speak up for them, regarding the students' academic goals and learning needs.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.2	Most parents participate actively in student led conferences or other two-way communication about meeting their child's individual learning needs.	Most parents participate actively in student led conferences or other two-way communication about meeting their child's individual learning needs.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.3	Parents report participating actively and effectively in required planning for individual learning, for example, Individual Education Plans, Individual Learning Plans, Gifted Student Plans, 504 Plans, and intervention strategies to ensure college readiness (Senate Bill 130).	Parents report participating actively and effectively in required planning for individual learning, for example, Individual Education Plans, Individual Learning Plans, Gifted Student Plans, 504 Plans, and intervention strategies to ensure college readiness (Senate Bill 130).	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.4	School staff gives parents clear, complete information on the procedures for resolving concerns and filing complaints, and the council reviews summary data on those complaints to identify needed improvements.	School staff gives parents clear, complete information on the procedures for resolving concerns and filing complaints, and the council reviews summary data on those complaints to identify needed improvements.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.5	School staff ensures that parents and community members are well informed about how to become educational advocates, or how to access a trained educational advocate when needed.	School staff ensures that parents and community members are well informed about how to become an educational advocate or how to access an educational advocate when needed.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.6	As students are identified by school staff as having disabilities or performing at the novice level, additional intentional steps are taken to ensure that parents have the option to use a trained advocate to assist them in speaking for their child's needs.	As students are identified by school staff as having disabilities or performing at the novice level, additional intentional steps are taken to ensure that the parent has the option to use a trained advocate to assist them in speaking for their child's needs.	Proficient

## Learning Opportunities

Overall Rating: 3.17

	Statement or Question	Response	Rating
6.1	Parents have multiple opportunities to learn about and discuss the following: - Kentucky standards and expectations for all students - The school's curriculum, instructional methods, and student services - The school's decision-making process, including opportunities for parents to participate on SBDM councils and committees - Their children's learning and development, along with legal and practical options for helping their children succeed, such as the IEP and/or ILP process - Community resources to support learning - Opportunities to participate in state and district school improvement efforts, such as forums, committees, and surveys.	Parents have multiple opportunities to learn about and discuss: • Kentucky standards and expectations for all students. • School's curriculum, instructional methods, and student services. • School's decision-making process, including opportunities to participate on SBDM councils and committees. • Their children's learning and development, along with legal and practical options for helping their children succeed such as participation in IEP and/or ILP process. • Community resources to support learning. • Opportunities to participate in state and district school improvement efforts, such as forums, committees, and surveys.	Proficient

	Statement or Question	Response	Rating
6.2	School staff makes systematic use of written communications (for example, newsletters, websites, and bulletin boards) to help parents understand their own children's progress and the progress of the school.	School staff makes systematic use of written communications (for example, newsletters, Web sites, bulletin boards) to help parents understand their own children's academic progress and the progress of school.	Proficient

	Statement or Question	Response	Rating
6.3	School staff displays proficient student work with scoring guides to demonstrate academic expectations to parents and students, and updates the displays regularly.	School staff displays proficient student work with scoring guides to demonstrate academic expectations to parents and students, and updates the displays regularly.	Proficient

	Statement or Question	Response	Rating
6.4	School staff offers parent workshops and meetings in convenient locations to help parents develop skills in supporting their children's learning and the school's improvement efforts.	School staff offers parent workshops or meetings in convenient locations to help parents develop skills in supporting their children's learning and school's improvement efforts.	Proficient

	Statement or Question	Response	Rating
6.5	School council has a classroom observation policy that welcomes families to visit all classrooms.	School council has a classroom observation policy that welcomes families to visit all classrooms.	Distinguished

	Statement or Question	Response	Rating
6.6	School staff develops parent leaders who contribute regularly to other parents' understanding and who help meet other parent learning needs.	School staff develops parent leaders who contribute regularly to other parents' understanding and who help meet other parent learning needs.	Proficient

## Community Partnerships

Overall Rating: 3.0

	Statement or Question	Response	Rating
7.1	School leadership regularly shares information on student achievement and involves business and community leaders in school improvement efforts.	School leadership regularly shares information on student achievement and involves business and community leaders in school improvement efforts.	Proficient

	Statement or Question	Response	Rating
7.2	School leadership develops partnerships with several businesses, organizations, and agencies to support student learning and create mentors for students and parents.	School leadership develops partnerships with several businesses, organizations, and agencies to support student learning and create mentors for students and parents.	Proficient

	Statement or Question	Response	Rating
7.3	School leadership collaborates with employers to support parent and volunteer participation in students' education.	School leadership collaborates with employers to support parent and volunteer participation in students' education.	Proficient

	Statement or Question	Response	Rating
7.4	School staff collaborates with businesses, organizations, and agencies to address individual student needs and shares that information with parents.	School staff collaborates with businesses, organizations, and agencies to address individual student needs and shares that information with parents.	Proficient

	Statement or Question	Response	Rating
7.5	Parents make active use of the school's resources and community resources and report that they provide meaningful help to resolve family challenges that could interfere with student learning. (For example, FRYSC or Title I coordinators connect family with community resources and follow up).	Parents make active use of school and community resources and report that they provide meaningful help to resolve family challenges that could interfere with student learning. (For example, FRYSC or Title I coordinators connect family with community resources and follow up).	Proficient

	Statement or Question	Response	Rating
7.6	School staff offers and publicizes community-based learning activities aligned with the curriculum, such as tutoring linked to the curriculum and internships, for all students and parents.	School staff offers and publicizes community-based learning activities, such as tutoring linked to the curriculum, for all students and parents.	Proficient

## Reflection

### Reflect upon your responses to each of the Missing Piece objectives.

#### Strengths

A strength for Harlan Elementary School would be in the development of collaborative partnering relationships with parents and students. We have strong communication with parents about their student's academic goals and progress, necessary resources and available services to ensure academic success. We are open to feedback and consistently seeking parent input to help make our school better. The atmosphere and environment is welcoming and encourages parent engagement and involvement. Parents feel they are a valued partner within the school community. School staff members and leadership use several strategies to involve community partners in working collaboratively with the school to increase and support academic student success. The schools SBDM works closely with the Parent/Teacher Organization, Harlan Elementary School Staff, community partners and leadership to ensure an active role for parents, staff and communities advocates on committees, in school improvement planning, and also in decisions about the education of their individual children. All parents of students with disabilities are aware and have the option to use a trained advocate to assist them in speaking for their child's needs if desired. School staff displays proficient student work in classroom and halls with scoring guides and student friendly learning targets to demonstrate academic expectations to parents and students. School staff offers and publicizes community-based learning activities such as tutoring linked to curriculum, for students and parents.

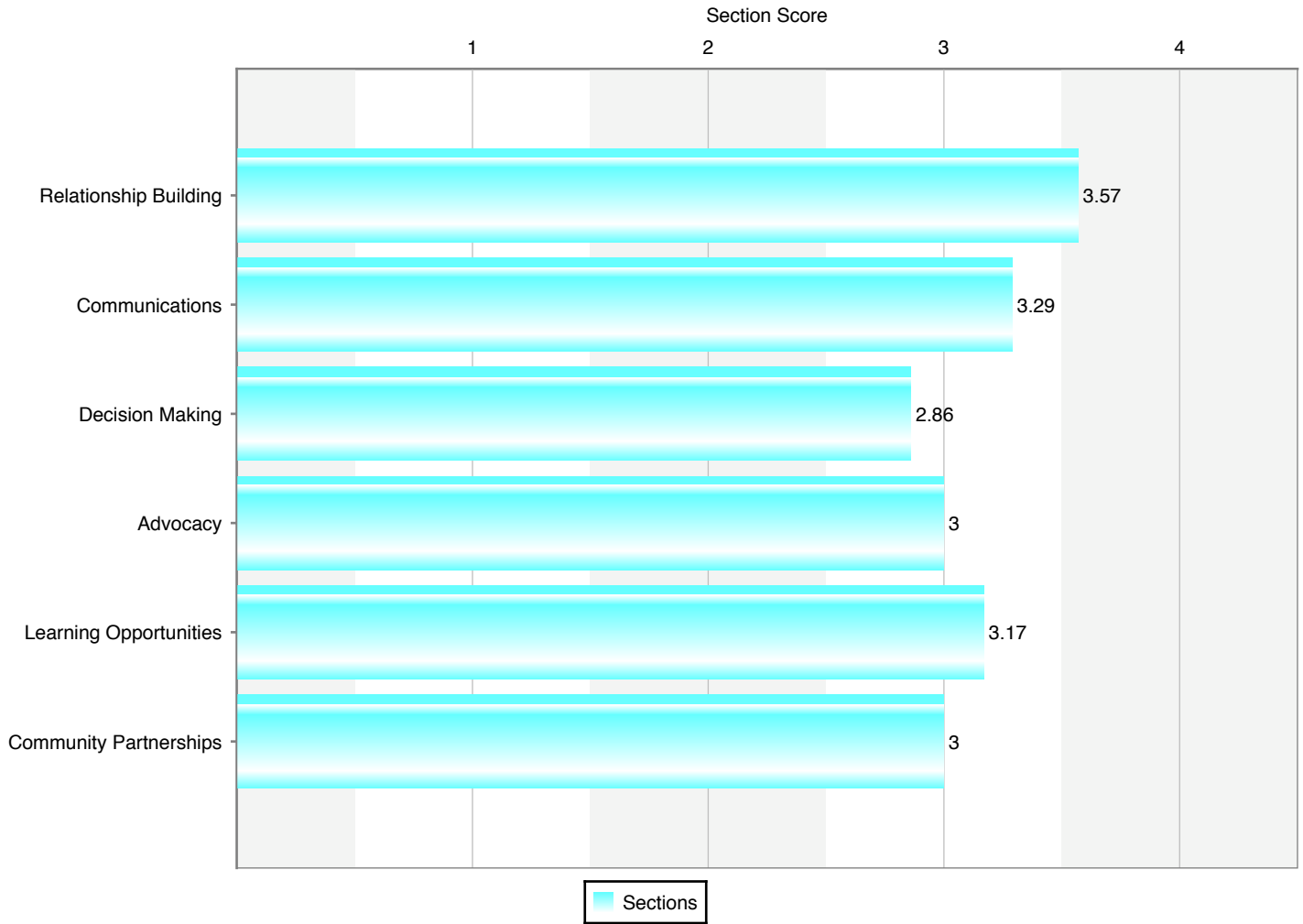
#### Areas of Improvement

Harlan Elementary School SBDM elections are publicized, but less than 20% of the parents vote in SBDM parent elections. There is not an opportunity for outgoing parent council members to meet with new parent council members to share knowledge of serving on the council. There is not an opportunity for parents on the SBDM council and committees to engage in and mentor other parents by reporting to multiple groups and seeking input through surveys, meetings and varied other methods. Harlan Elementary School needs to encourage more parent participation in the district-wide stakeholder survey to help gather feedback to effectively and efficiently respond to parent and student needs. Better communication and collaboration between school, parent and Family Resource Youth Services Center (FRYSC) is needed as so parents and school can utilize all available resources.

Harlan Elementary School will designate a one hour after school workshop for all newly elected SBDM members to meet with outgoing members to train on policies and procedures. Harlan Elementary School will provide parents with information regarding Family Resource Services such as parenting classes and resources offered throughout the school year, during special schools events such as Family Literacy Night and Family Fitness Night.

## Report Summary

### Scores By Section



# **Improvement Plan Stakeholder Involvement**

## **Introduction**

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.



## **Improvement Planning Process**

### Improvement Planning Process

**Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.**

At the beginning of each school year, a questionnaire is sent home to all parents requesting volunteers to serve on committees. The principal then takes the names of parents and contacts them inquiring about their availability and interest to serve on specific committees. All parent representation is based on a volunteer basis. She records their schedule of availability, and then assigns them to a committee. All notifications are done by email and phone calls the day before the meeting as a friendly reminder.

The CSIP committee was established by the principal. A teacher representative from each grade level as well as the special education teacher served on the committee. The CSIP committees charge was to meet weekly to discuss test data, develop stake holder surveys, write needs assessment, use recommendations from sub committees such as the Literacy the Math Committee in the development of the school improvement plan. All committees consist of at least one parent.

**Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.**

#### Harlan Elementary CSIP Members

Vickie Anderson, Principal

Lisa Dixon, Kindergarten Teacher

Reba Sexton 1st Grade Teacher

Jennifer Morton, Second Grade Teacher

Jessica Bolton, Third Grade Teacher

Leann Chasteen, Fourth Grade Teacher

Tracy Gilbert, Special Education Teacher

Cathy Estep, Counselor

Marylou McCarthy, Parent

Meet weekly to work on the improvement plan and also worked in teams to accumulate data and to develop the improvement plan.

#### PTO Officers

Scott Lisenbee, President

Lisa Perry, Vice President

Tammy Myers, Treasurer

Adele Cornett, Secretary

#### Harlan Elementary School Parents and Families

Worked on Parent Survey and were in collaboration with Harlan Elementary School CSIP Committee throughout planning process.

**Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.**

During each meeting minutes were recorded of all action proposed and data reviewed and any other pertinent information. Two days following the meeting minutes were posted on school information board for review by stakeholders. Before submitting the plan a draft was sent out to all stakeholder (teachers) with an opportunity to voice concerns or make suggestions. Several copies of the draft were placed in a central location at the school. A notice was sent to all stakeholders (parents) that this was available for review.

# **Phase I - Needs Assessment**

## **Introduction**

The purpose of the School Needs Assessment is to use data and information to prioritize allocation of resources and activities.

## Data Analysis

**What question(s) are you trying to answer with the data and information provided to you? What does the data/information tell you?  
What does the data/information not tell you?**

### Harlan Elementary School Data Analysis

Harlan elementary School had an overall score of 82.8 in the Unbridled Learning Accountability System. This places the school at the 95% percentile and gives it a classification Distinguished and Progressing. Harlan Elementary School was rewarded the title, School Of Distinction. The school met the participation rate and made its AMO (77.7) under the NCLB waiver.

NAPD scores on the 2016 KPREP were:

Reading 69.2

Math 57.7

Language Mechanics 58.8

Combined Reading and Math 63.4

### Program Review Data

Arts and Humanities (8.6) Proficient

Practical Living and Career Studies (8.6) Proficient

Writing (8.4) Proficient

K-3 (8.8) Proficient

Global Competency and World Language (3.7)

Needs Improvement

### Additional Data

1. Based on the Brigance Readiness Screen 62.4% of the Kindergarten Class of 2016 entered ready for Kindergarten.
2. Harlan Elementary School scored 77.7 and made its Annual Measurable Objective (AMO)
3. Harlan Elementary School scored proficient on all accountable Program Reviews.
4. Harlan Elementary School Global Competency and World Language Program Review set a benchmark score of 3.7.
5. There was a 30% increase in 3rd grade students scoring P/D in Reading from 2015 to 2016 KPREP Scores.
6. There was a 20% increase in 4th grade students scoring P/D in Math from 2015 to 2016 KPREP Scores.
7. There was a 19% increase in 4th grade students scoring P/D in Language Mechanics from 2015 to 2016 KPREP Scores. .
8. There was a 10% increase in 3rd grade students scoring P/D in Math from 2015 to 2016 KPREP Scores.

## Comprehensive School Improvement Plan

Harlan Elementary School

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9. The non-duplicated gap students scored 48.3 compared the school school score of 55.8.
10. There was a 23% decrease in 4th grade students scoring Novice in Language Mechanics from 2015-2016.
11. There were only 7.4 % of 3rd grade students who scored Novice in Reading.
12. There were only 5.9 % of 4th grade students who scored Novice in Math.
13. There were only 9.3% of 3rd grade students who scored Novice in Math

### Harlan Elementary School 2016 TELL Survey

#### Time

- e. Efforts are made to minimize the amount of routine paperwork teachers are required to do. (21.1% agreed)

#### Facilities and Resources

- a. Teachers have sufficient access to appropriate instructional materials. (52.6% agreed)
- d. Teachers have access to reliable communication technology, including phones, faxes and email. (52.6% agreed)
- j. The reliability and speed of internet connections in this school are sufficient to support instructional practices. (47.4% agreed)

#### Teacher Leadership

- b. Teachers are trusted to make sound professional decisions about instruction. ( 52.6% agreed)
  - c. Teachers are relied upon to make decisions about educational issues. (57.9% agreed)
- Q6.5 Teachers have an appropriate level of influence on decision making in this school. (42.1% agreed)

#### Professional Development

- a. Sufficient resources are available for professional development in my school. (42.1% agreed)
- e. Professional development is differentiated to meet the needs of individual teachers. ((21.1% agreed)

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- f. Decision making about professional development is guided by the teacher evaluation system (PGES) (35.3% agreed)
- g. professional development deepens teachers' content knowledge. (36.8% agreed)
- h. Teachers have sufficient training to fully utilize instructional technology. (31.6% agreed)

### School Leadership

Teachers feel comfortable raising issues and concerns that are important to them. (57.9% agreed)

Q7.3 Professional development (36.8% agreed)

## **Areas of Strengths**

**What were the areas of strength you noted? What actions are you implementing to sustain the areas of strength? What is there cause to celebrate?**

### Areas of Strength

- Overall - High Index/School of Distinction

### Elementary Reading

- NAPD score 7.3 points above district average and 20.6 points above state average
- Percent P/D 2.9 points above district average and 11.6 points above state average
- Percent Novice 2.4 points below district average and ½ (10.1 points lower) than state average

### Elementary Math

- NAPD score 5.2 points higher than district average and 10.1 points higher than state average
- Percent P/D 2.7 points higher than district average and 4.4 points higher than state average
- Percent Novice 2.1 points lower than district average and 8.8 points lower than state average (less than ½)

### Language Mechanics

- NAPD score 10.6 points higher than state average
- Percent P/D 5 points higher than state average
- Percent Novice 7.8 points lower than state average

### 3rd grade Reading

- 79.6 percent P/D significantly higher than state average
- percent Novice 16.3 points lower than state average
- Non-duplicated Gap group: 75.8% P/D, 6.1% Novice is 23.7% lower than state average
- Females score 90.3% P/D, 25.1 point higher than boys and nearly 40 points higher than state average

### 4th grade Reading

- Females % P/D 18.8 points higher than males and at least 10 points higher than state average
- % Novice 3.6% lower than state average

### 3rd grade Math

- % P/D (53.7) is above state average
- % Novice (9.3) is 9.4 points below state average
- % P/D for non-duplicated Gap is above state average
- % Novice (12.1) for non-duplicated Gap is nearly ½ state average (24.0)

### 4th grade Math



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- % P/D above state average
- 0 Novice females
- Non-duplicated Gap % P/D above state average
- Non-duplicated Gap % Novice (9.4) less than ½ state average (22.9)

## Program Review

- Proficient in all accountable areas

## KPREP

### Elementary Reading

- % P/D (69.2) 13.2 points higher than state average (56.0)
- % Novice (9.6) less than ½ state average (20.6)
- 3rd grade Novice (7.5) less than 1/3 state average (23.7)
- 3rd grade female 0 Novice
- 3rd grade Non-duplicated Gap % P/D significantly higher than state average
- 4th grade Non-duplicated Gap % Novice lower than state average

### Elementary Math

- % P/D above state average
- % Novice (9.4) nearly ½ state average (18.7)
- 3rd grade non-duplicated Gap % P/D significantly higher than state average
- 3rd grade non-duplicated Gap % Novice (12.5) nearly ½ state average (24.0)
- 4th grade 0 novice females
- 4th grade non-duplicated Gap % Novice (6.5) less than 1/3 state average (22.9)

### Elementary Language Mechanics

- % P/D above state average
- % Novice (11.8) below state average (21.5)
- Non-duplicated Gap % Novice (19.4) lower than state average (27.7)

### Stanford Achievement Test

- Above state average all areas grades 3rd and 4th

### Proficiency/Closing Achievement Gap

- Elementary met & exceeded delivery targets in Reading and Math and almost all demographic areas including non-duplicated Gap

### Kindergarten Readiness

- Elementary met all delivery targets

## **Opportunities for Improvement**

### **What were areas in need of improvement? What plans are you making to improve the areas of need?**

The major needs identified by review of data are:

- \* Increase the combined percentage of Proficient and Distinguished scored in Reading and Math.
- \* Increase Reading and Math Proficiency for the Non-duplicate Gap Group.
- \* Increase the percentage of students scoring Proficient and Distinguished in Language Mechanics.
- \* Effectively meet the developmental needs of all students and eliminate barriers for K-3 students to support progress from Kindergarten through the third grade.
- \* Maintain a Proficient rating on the Arts & Humanities and Practical Living /Career Studies Program and Writing Program Review and K-3 Program.
- \* Implement Next Generation Science Standards through action learning K-4.
- \* Update the Social Studies Curriculum to conform to new state standards.
- \* 50% of teachers will score Accomplished or Exemplary on the Professional Growth and Effectiveness System.
- \* Collaborate with feeder schools to increase the percentage of kindergarten students scoring Ready for Kindergarten.
- \* Increase the percentage of teachers agreeing on the TELL Survey of a Q8.1e {Professional Development} Professional development is differentiated to meet the needs of individual teachers.
- \* To become Proficient on Global Competency World Language Program Review.

## **Conclusion**

**Reflect on your answers provided in the previous sections. What are your next steps in addressing areas of concern?**

### Conclusion

Our next steps are to assure that the plan is implemented with fidelity and that those responsible for particular activities are aware of and carry out those responsibilities and are held accountable. The CSIP team will monitor implementation through regular meetings, and progress reports will be made to the school council and the Superintendent monthly during the school year

# **2016-2017 Plan for Comprehensive School Improvement Plan**

## **Overview**

### **Plan Name**

2016-2017 Plan for Comprehensive School Improvement Plan

### **Plan Description**

## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019	Objectives: 5 Strategies: 8 Activities: 34	Organizational	\$109650
2	Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.	Objectives: 1 Strategies: 4 Activities: 25	Organizational	\$46611
3	Harlan Elementary will rate as distinguished in all program review areas.	Objectives: 1 Strategies: 1 Activities: 12	Organizational	\$2100
4	At least 95% of the teachers at Harlan Elementary will be rated as effective under the Professional Growth and Effectiveness System by 2020.	Objectives: 1 Strategies: 3 Activities: 8	Organizational	\$500
5	Reduce all students who are novice in reading and math by 10% by 2017.	Objectives: 1 Strategies: 2 Activities: 5	Organizational	\$9200

## Goal 1: Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

### Measurable Objective 1:

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

### Strategy 1:

Curriculum, Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.  
Category: Continuous Improvement

Activity - Curriculum Map and Common Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Supervisor of Instruction

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluation common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Staff, Principal

### Strategy 2:

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400	State Funds	Principal, Guidance Counselor

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Counselor, Kindergarten Teachers

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Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000	Grant Funds	Principal

### Strategy 3:

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

Category: Integrated Methods for Learning

Activity - Literacy Project	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450	Title II Part A	Principal, Supervisor of Instruction

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Reading Recovery Specialist

Activity - MARS Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750	Other	Principal

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000	School Council Funds	Principal

Activity - KAGAN	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$250	No Funding Required, General Fund	Principal



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Activity - Conceptual Math	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implement, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$500	District Funding, State Funds	Principal
Activity - Math Project	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450	Title II Part A	Principal and Supervisor of Instruction
Activity - Pimser Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750	Title I Schoolwide	Principal and Supervisor of Instruction
Activity - Digital Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000	Title I Part A	Principal

**Strategy 4:**  
 Educational Experiences - Equitable access to well rounded educational experiences (e.g. the arts, health and physical education , career/ technical pathways in addition to core academics) provided to students; formative assessment practices processes used consistently to effectively monitor and adjust services in response to student's demonstrated learning, regularly guiding students towards their next target/goals.  
 Category: Learning Systems

Activity - MAP Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500	School Council Funds	Principal
Activity - ELA Benchmark Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive School Improvement Plan

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Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Scrimmage Test</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Communication Folders</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100	General Fund	Principal

### Measurable Objective 2:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

### Strategy 1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

<b>Activity - Coordinated School Health Committee</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programming as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, District Health Coordinator
<b>Activity - SPARKS Program</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Teachers
<b>Activity - Arts and Humanities Specialist and Arts and Humanities Teachers</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Direct Instruction, Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Arts Specialist and Principal

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Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800	Other	Principal
Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
Activity - First Tee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500	Grant Funds	Principal and Practical Living teachers
Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Harlan Elementary School and Harlan High School will collaborated to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

### Measurable Objective 3:

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP .

### Strategy 1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Teachers, ELA Committee
Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Supervisor of Instruction
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### Measurable Objective 4:

collaborate to increase the percentage of students scoring Proficient and Distinguished in science to 86.8 by 06/01/2017 as measured by the K-PREP.

### Strategy 1:

Curriculum/Assessment - Teacher will develop curriculum maps and assessments items aligned with the KCAS in Science.

Category: Integrated Methods for Learning

Activity - Science PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

Activity - Science Standards Project	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with the SESC and ECU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350	State Funds	Principal, Supervisor of Instruction

Activity - Science Enrichment Rotation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Employe a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500	Title I Part A	Principal, Superintendent

Activity - Science Coaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Science Resource Teacher

### Measurable Objective 5:

collaborate to update the social studies curriculum to conform to new state standards by 06/30/2017 as measured by completed curriculum documents.

### Strategy 1:

Curriculum Assessment - Teachers will develop curriculum maps and assessment items aligned with the KCAS Social Studies.

Category: Integrated Methods for Learning

Activity - Social Studies Curriulum Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350	State Funds	Principal, Supervisor of Instruction
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**Goal 2: Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.**

**Measurable Objective 1:**

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

**Strategy 1:**

Best Practices and Sustainability - Utilizes identified best practices and strategies effective in closing achievement gaps and improving student outcomes.

Category: Continuous Improvement

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Family Literacy Night	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a Family Literacy Night at least twice a year to promote development of literacy skills	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Language Arts Committee

Activity - Parent-Teacher Conference Days	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Conduct two parent-teacher conference days during the year, one each semester.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

Activity - Title I Annual Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hold annual meeting for parents as required by Title I with emphasis on understanding the schoolwide project, ways of being involved as a parent, the curriculum, and assessment results.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

Activity - Born Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Born Learning Parent Educator and FRYSC Coordinator

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Activity - Homework Help for Parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communicate with parents on how to help their child with homework and how homework relates to the child's overall education (e.g., provide website with homework help resources and weekly WAAG)	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Teachers
<b>Activity - Parent Volunteers</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Collaborate with the Parent Teacher Organization to recruit and operate a parent volunteer program to provide support our school.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, PTO President
<b>Activity - Home Visits</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Make visits to homes of students who are experiencing learning or behavioral issues at school	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Counselor
<b>Activity - Communication with Parents</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Keep parents informed about what their children are learning through Parent Teacher Conference Nights, Week at a Glance (available both in paper and at the on-line classroom each week) and newsletters.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Teachers
<b>Activity - Parent Shadowing Day</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
One day a year each grade level will offer parents an opportunity to observe their child in the classroom during instruction.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Fitness Fair</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
HES working in collaboration with ARH will conduct a Fitness Fair twice a year,	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, FRYSC Coordinator

### Strategy 2:

Digital Learning - uses digital resources, blended learning, and online courses to personalize learning, allow thoughtful reflection, and differentiate instruction across a diverse group of learners

Category:

Research Cited: KDE Closing the Achievement Gap Delivery Plan

Activity - Digital Learning Tools Subscriptions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive School Improvement Plan

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Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900	State Funds	Principal
<b>Activity - Early Morning Access</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Dragon Help</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

### Strategy 3:

Comprehensive Improvement Planning - Use data analysis and planning to better understand, target, and meet the unique needs of student population groups to close achievement gaps

Category: Management Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

<b>Activity - CSIP Team</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Form and train a Comprehensive School Improvement planning team to include certified and classified staff members and parents to develop and update the CSIP for the school.	Policy and Process	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Comprehensive Needs Assessment</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Conduct a comprehensive needs assessment annually using available data from the School Report Card, state and local testing, the TELL Kentucky survey, CITS usage reports, school wellness report card, and other appropriate sources to identify areas needed for improvement and monitor achievement of nonduplicated gap students.	Policy and Process	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Supervisor of Instruction

### Strategy 4:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

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Activity - Reading Intervention Teacher	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500	Title I Part A	Principal, Superintendent
Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711	Other	Principal
Activity - Multi-sensory (MARS) Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-2 Teachers will participate in Multi-sensory (MARS) Professional Learning opportunities through the SESC co-op.	Professional Learning	01/04/2016	12/31/2016	\$0	No Funding Required	Principal, Director of Special Education
Activity - ESS Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000	State Funds	Principal
Activity - Small Group Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Gifted Education Teacher
Activity - Community-based Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal



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Activity - Intervention Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Guidance Counselor
Activity - Student Intervention Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Guidance Counselor
Activity - Americorp Aide	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500	General Fund	Principal

### Goal 3: Harlan Elementary will rate as distinguished in all program review areas.

#### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

#### Strategy 1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Coordinated School Health will develop and implement the School wellness plan, monitoring physical activity , and ensuring quality PLCS programming as relating to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, District Health Coordinator
Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive School Improvement Plan

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Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers	Direct Instruction, Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Arts Specialist and Arts Teachers
Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Harlan Elementary School and Harlan High School will collaborate to provide engaging lessons and activities for all grade levels K-4 in the Spanish Culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, HS Spanish Teacher, HES Teacher
Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
Activity - First Tee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally scheduled Practical Living time	Academic Support Program	01/02/2017	12/31/2017	\$1500	Grant Funds	Principal, PLCS Teacher
Activity - Yogi for Kindergarten	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Kindergarten students will participate in a elementary Yogi curriculum during intentionally scheduled PLCS time	Behavioral Support Program	01/02/2017	12/31/2017	\$500	Grant Funds	Principal, Yogi Specialist
Activity - SPARKS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will participate weekly in the SPARKS Curriculum	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, PLCS Teachers
Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, HES Teachers, Program Review Lead

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Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers
Activity - Program Review Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Program Review Leads
Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	HES Teachers
Activity - Communication Folders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100	General Fund	Principal, HES Teachers

## Goal 4: At least 95% of the teachers at Harlan Elementary will be rated as effective under the Professional Growth and Effectiveness System by 2020.

### Measurable Objective 1:

collaborate to establish a baseline score for teachers of 50% accomplished or exemplary by 06/01/2016 as measured by the PGES.

### Strategy 1:

Human Capital Management Plan - use data to drive school actions to acquire top talent, develop and retain talent over time, place equitably distributed teachers and leaders in key roles in the school to support student learning all shaped by data from the Professional Growth and Effectiveness System.

Category:

Research Cited: KDE Next Generation Professionals Delivery Plan

## Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Highly Qualified Professionals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Interview and employ only those applicants for teaching and paraprofessional positions within the school who meet the Federal guidelines to be highly qualified.	Recruitment and Retention	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Staff Recruitment</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Collaborate with the district to advertise positions widely within the state and region.	Recruitment and Retention	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
<b>Activity - Orientation for Parent Volunteers</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Create a committed to develop an orientation packet for parent volunteers and provide them with training on school expectations procedures, and confidentiality.	Parent Involvement	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Counselor

### Strategy 2:

Professional Growth and Effectiveness System - Uses a weighted system designed to support student achievement, continuous improvement and multiple measures of teacher and principal effectiveness consisting of student growth, observation, self-reflection, student voice and professional growth planning.

Category:

Research Cited: KDE Next Generation Professionals Delivery Plan

<b>Activity - Peer Observer Exchanges</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide opportunities to teachers to partner in observing each other using the Kentucky Framework for Teaching and PGES protocols for self-assessment and improvement.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	District Certified Evaluation Contact, Principal
<b>Activity - Student Growth Goal Development</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide training and support for teachers in developing and assessing achievement of Student Growth Goals and entering data into CITS.	Professional Learning	01/02/2017	12/31/2017	\$500	State Funds	Supervisor of Instruction, Principal

### Strategy 3:

Professional Learning and Support - Educators receive specific personalized feedback through data gathered from multiple sources to gain understanding of their current performance and use their personalized feedback to collaboratively develop and implement an appropriate professional learning plan.

Category: Professional Learning & Support

Research Cited: KDE Next Generation Professionals Delivery Plan

## Comprehensive School Improvement Plan

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Activity - Professional Learning Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide training as needed to support teachers in being effective in particular components of the Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Supervisor of Instruction, Principal
Activity - Framework for Teaching Mini-Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During bi-monthly PLC meetings, teachers participate in mini-sessions to increase understanding of the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal
Activity - Framework for Teaching Walk-throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The principal will conduct regular classroom walk-throughs and coaching focused on effective teaching within the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal

## Goal 5: Reduce all students who are novice in reading and math by 10% by 2017.

### Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP .

### Strategy 1:

Continuous Improvement - We will use intervention strategies to address students who are not reaching benchmarks

Category: Learning Systems

Research Cited: KDE Delivery Targets

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Director of Special Education, Principal, Teacher
Activity - Extended School Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive School Improvement Plan

Harlan Elementary School

Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200	District Funding	Principal, Director of District Wide Services, ESS Coordinator, Teachers
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### Strategy 2:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction  
 Category: Integrated Methods for Learning

Activity - Advisory Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Counselor
Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0	No Funding Required	Principal, Supervisor of Instruction
Activity - . Ameri Corp Teacher	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000	Grant Funds	Principal, Superintendent

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Implementation of MARS Training	New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711	Principal
Grade Level Field Trips	Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800	Principal
MARS Training	MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750	Principal
<b>Total</b>					<b>\$3261</b>	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
HES and HHS collaboration GCWL	Harlan Elementary School and Harlan High School will collaborate to provide engaging lessons and activities for all grade levels K-4 in the Spanish Culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, HS Spanish Teacher, HES Teacher
Teacher led PLC	During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0	HES Teachers
Writing Exemplars	Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Supervisor of Instruction
Looking at Student Work	During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluate common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0	Staff, Principal
Professional Training (teachers)	Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Supervisor of Instruction
Communication with Parents	Keep parents informed about what their children are learning through Parent Teacher Conference Nights, Week at a Glance (available both in paper and at the on-line classroom each week) and newsletters.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, Teachers

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Multi-sensory (MARS) Professional Learning	K-2 Teachers will participate in Multi-sensory (MARS) Professional Learning opportunities through the SESC co-op.	Professional Learning	01/04/2016	12/31/2016	\$0	Principal, Director of Special Education
Curriculum Map and Common Assessments	Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Supervisor of Instruction
Scrimmage Test	Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Science Coaching	The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Science Resource Teacher
Writing Quality Analysis	Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, HES Teachers, Program Review Lead
SPARKS	All students will participate weekly in the SPARKS Curriculum	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, PLCS Teachers
Small Group Interventions	Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Kindergarten Shadowing	Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	Principal, Counselor, Kindergarten Teachers
Title I Annual Meeting	Hold annual meeting for parents as required by Title I with emphasis on understanding the schoolwide project, ways of being involved as a parent, the curriculum, and assessment results.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal
Writing Exemplars	Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers
Born Learning	Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, Born Learning Parent Educator and FRYSC Coordinator



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Staff Recruitment	Collaborate with the district to advertise positions widely within the state and region.	Recruitment and Retention	01/02/2017	12/31/2017	\$0	Principal
Coordinated School Health Committee	The Coordinated School Health will develop and implement the School wellness plan, monitoring physical activity , and ensuring quality PLCS programming as relating to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0	Principal, District Health Coordinator
Fitness Fair	HES working in collaboration with ARH will conduct a Fitness Fair twice a year,	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, FRYSC Coordinator
HES and HHS collaboration GCWL	Harlan Elementary School and Harlan High School will collaborated to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, High School Spanish Teacher and Elementary Teachers
ELA Benchmark Assessments	Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Professional Learning Opportunities	Provide training as needed to support teachers in being effective in particular components of the Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	Supervisor of Instruction, Principal
Program Review Professional Learning	Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Program Review Leads
CSIP Team	Form and train a Comprehensive School Improvement planning team to include certified and classified staff members and parents to develop and update the CSIP for the school.	Policy and Process	01/02/2017	12/31/2017	\$0	Principal
Science PLC	Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal
Parent Shadowing Day	One day a year each grade level will offer parents an opportunity to observe their child in the classroom during instruction.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal
World Language/ Global Competency Program Review	Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Orientation for Parent Volunteers	Create a committed to develop an orientation packet for parent volunteers and provide them with training on school expectations procedures, and confidentiality.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, Counselor
Peer Tutoring	Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Gifted Education Teacher

## Comprehensive School Improvement Plan

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Highly Qualified Professionals	Interview and employ only those applicants for teaching and paraprofessional positions within the school who meet the Federal guidelines to be highly qualified.	Recruitment and Retention	01/02/2017	12/31/2017	\$0	Principal
Coordinated School Health Committee	The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programming as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0	Principal, District Health Coordinator
Home Visits	Make visits to homes of students who are experiencing learning or behavioral issues at school	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, Counselor
Parent Volunteers	Collaborate with the Parent Teacher Organization to recruit and operate a parent volunteer program to provide support our school.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, PTO President
Comprehensive Needs Assessment	Conduct a comprehensive needs assessment annually using available data from the School Report Card, state and local testing, the TELL Kentucky survey, CIITS usage reports, school wellness report card, and other appropriate sources to identify areas needed for improvement and monitor achievement of nonduplicated gap students.	Policy and Process	01/02/2017	12/31/2017	\$0	Principal, Supervisor of Instruction
Student Intervention Team	Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	Guidance Counselor
World Language/ Global Competency Program Review	Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0	Principal
Conceptual Math	Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal
KAGAN	All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Community-based Interventions	Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0	Principal
Arts and Humanities Specialist and Arts and Humanities Teachers	Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Direct Instruction, Academic Support Program	01/02/2017	12/31/2017	\$0	Arts Specialist and Principal
Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Dragon Help	Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal

## Comprehensive School Improvement Plan

Harlan Elementary School

SPARKS Program	All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Teachers
Writing quality analysis	Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Teachers, ELA Committee
Family Literacy Night	Provide a Family Literacy Night at least twice a year to promote development of literacy skills	Parent Involvement	01/02/2017	12/31/2017	\$0	Language Arts Committee
Response to Intervention	Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0	Director of Special Education, Principal, Teacher
Intervention Plans	Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Guidance Counselor
Arts and Humanities Specialist and Arts and Humanities Teachers	Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers	Direct Instruction, Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Arts Specialist and Arts Teachers
Framework for Teaching Mini-Sessions	During bi-monthly PLC meetings, teachers participate in mini-sessions to increase understanding of the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal
Reading Coaching	The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal, Reading Recovery Specialist
Homework Help for Parents	Communicate with parents on how to help their child with homework and how homework relates to the child's overall education (e.g., provide website with homework help resources and weekly WAAG)	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal, Teachers
Parent-Teacher Conference Days	Conduct two parent-teacher conference days during the year, one each semester.	Parent Involvement	01/02/2017	12/31/2017	\$0	Principal
Early Morning Access	Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal
Framework for Teaching Walk-throughs	The principal will conduct regular classroom walk-throughs and coaching focused on effective teaching within the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0	Principal
Peer Observer Exchanges	Provide opportunities to teachers to partner in observing each other using the Kentucky Framework for Teaching and PGES protocols for self-assessment and improvement.	Professional Learning	01/02/2017	12/31/2017	\$0	District Certified Evaluation Contact, Principal

## Comprehensive School Improvement Plan

Harlan Elementary School

Advisory Team	Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0	Principal, Counselor
<b>Total</b>					\$0	

### School Council Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leveled Literacy Intervention (LLI)	Continue to utilize the intervention program LLI in all grades for identified students with support from SEESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000	Principal
MAP Assessment	Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500	Principal
<b>Total</b>					\$8500	

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Pimser Training	3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750	Principal and Supervisor of Instruction
<b>Total</b>					\$750	

### Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Reading Intervention Teacher	Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500	Principal, Superintendent
Science Enrichment Rotation	Employ a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500	Principal, Superintendent
Digital Learning	Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000	Principal
<b>Total</b>					\$87000	

### District Funding

## Comprehensive School Improvement Plan

Harlan Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Extended School Services	Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200	Principal, Director of District Wide Services, ESS Coordinator, Teachers
Mathematics Design Collaborative (MDC)	Teachers will participate in a national training through the SESC in MDC. Teachers will return and implement, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250	Principal
<b>Total</b>					\$4450	

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Americorp Aide	Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500	Principal
KAGAN	All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$250	Principal
Communication Folders	In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100	Principal, HES Teachers
Communication Folders	In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100	Principal
<b>Total</b>					\$2950	

### Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Yogi for Kindergarten	Kindergarten students will participate in a elementary Yogi curriculum during intentionally scheduled PLCS time	Behavioral Support Program	01/02/2017	12/31/2017	\$500	Principal, Yogi Specialist

## Comprehensive School Improvement Plan

Harlan Elementary School

First Tee	Students participate in introductory golf and life skills weekly during intentionally scheduled Practical Living time	Academic Support Program	01/02/2017	12/31/2017	\$1500	Principal, PLCS Teacher
First Tee	Students participate in introductory golf and life skills weekly during intentionally scheduled Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500	Principal and Practical Living teachers
. Ameri Corp Teacher	An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000	Principal, Superintendent
Reading Recovery / CIM	Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000	Principal
<b>Total</b>					<b>\$53500</b>	

### Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Project	Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450	Principal and Supervisor of Instruction
Literacy Project	Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450	Principal, Supervisor of Instruction
<b>Total</b>					<b>\$900</b>	

### State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Science Standards Project	Collaborate with the SESC and ECU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350	Principal, Supervisor of Instruction
Digital Learning Tools Subscriptions	Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900	Principal
Student Growth Goal Development	Provide training and support for teachers in developing and assessing achievement of Student Growth Goals and entering data into CITS.	Professional Learning	01/02/2017	12/31/2017	\$500	Supervisor of Instruction, Principal
Mathematics Design Collaborative (MDC)	Teachers will participate in a national training through the SESC in MDC. Teachers will return and implement, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250	Principal

## Comprehensive School Improvement Plan

Harlan Elementary School

Social Studies Curriculum Work	Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350	Principal, Supervisor of Instruction
ESS Services	Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000	Principal
Kindergarten Jump Start	Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400	Principal, Guidance Counselor
<b>Total</b>					<b>\$6750</b>	

## **Phase II - KDE Assurances - Schools**



## **Introduction**

KDE Assurances - School

**Assurances**

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Comprehensive Needs Assessment	The school conducted a comprehensive needs assessment, which included a review of academic achievement data for all students and assessed the needs of the school relative to each of the schoolwide program components.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Core Academic Programs	The school planned and developed Schoolwide researchbased instructional reform strategies to strengthen the core academic program, increase the amount and quality of learning time, and provide additional support to all students.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Preschool Transition	The school planned preschool transition strategies and the implementation process.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Research-based Strategies	The school planned and developed schoolwide researchbased instructional strategies that provide additional instruction for students experiencing the greatest degree of difficulty mastering the state's academic achievement standards.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Highly Qualified Teachers	The school planned strategies to recruit and retain highly qualified teachers.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Title I, Part A Schoolwide Funds	The school allocated and spent Title I, Part A Schoolwide funds only on allowable programs and activities and maintained appropriate financial records in this regard on its Title I, Part A programs and activities.	Yes		

# Comprehensive School Improvement Plan

Harlan Elementary School

Label	Assurance	Response	Comment	Attachment
Parental Involvement	The school planned or developed strategies to increase parental involvement in the design, implementation, evaluation and communication of assessment results of the Schoolwide activities, which included the development and implementation of a Parent Compact and a Parent Involvement Policy.	Yes		

Label	Assurance	Response	Comment	Attachment
Schoolwide Planning	The school incorporated the ten schoolwide planning criteria into the existing school improvement planning process.	Yes		

Label	Assurance	Response	Comment	Attachment
Professional Development	The school planned or provided appropriate professional development activities for staff members who will be serving students.	Yes		

Label	Assurance	Response	Comment	Attachment
Comprehensive Plan	The school an annual evaluation that addresses the implementation of the comprehensive plan and student achievement results that will inform changes when needed.	Yes		

Label	Assurance	Response	Comment	Attachment
Comprehensive Needs Assessment	The school conducted a comprehensive needs assessment, which included a review of academic achievement data, and established objective criteria for identifying eligible Title I students.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Instructional Strategies	The school planned and developed research based instructional strategies to support and assist identified students.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Activities	The school planned targeted assistance activities for identified students that coordinated and integrate with other federal, state, and local programs.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Activities	The school planned targeted assistance activities for identified students that coordinate with and support the regular educational program so identified students have access to both.	No	Not Applicable as we are a Schoolwide Project.	

# Comprehensive School Improvement Plan

Harlan Elementary School

Label	Assurance	Response	Comment	Attachment
Schoolwide Activities	The school planned activities to coordinate and integrate with other federal, state, and local programs.	Yes		

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Activities	The school planned or developed strategies to monitor and evaluate the success of targeted assistance activities with the identified students and will use the results of the evaluation to inform and improve instructional strategies and professional development activities.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Highly Qualified	The school assigned paraprofessionals who met the requirements of Highly Qualified under ESEA to work with targeted assistance programs and activities.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Federal Program Funds	The school allocated and spent federal program funds only on programs and activities for identified eligible students. The school maintained appropriate financial records on its Title I, Part A programs and activities.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Parental Involvement	The school planned or developed strategies to increase parental involvement in the design, implementation, and evaluation of the targeted assistance activities, which included the implementation of a Parent Compact and a Parent Involvement Policy.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Planning	The school incorporated the eight Targeted Assistance Planning components into the existing school improvement planning process.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Professional Development	The school planned or provided appropriate professional development activities for staff members who serve identified Title I students.	No	Not Applicable as we are a Schoolwide Project.	

# Comprehensive School Improvement Plan

Harlan Elementary School

Label	Assurance	Response	Comment	Attachment
Comprehensive Improvement Plan	The school planned an annual evaluation that addressed the implementation of the comprehensive plan and student achievement results that informed changes when needed.	Yes		

Label	Assurance	Response	Comment	Attachment
Transparency	The current school year Comprehensive School Improvement Plan (CSIP) is available for stakeholders to examine on our school website (provide the website link below).	Yes	<a href="https://www.harlanind.ky12.ky.us/FormsLinks.aspx">https://www.harlanind.ky12.ky.us/FormsLinks.aspx</a>	

Label	Assurance	Response	Comment	Attachment
Teacher Quality	The school notifies parents when their child(ren) are taught for four or more consecutive weeks by teachers who are not highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
Professional Development	The school provides professional development for staff based on a comprehensive needs assessment, which included a review of academic achievement data and additional criteria, to ensure all students are college and career ready.	Yes		

Label	Assurance	Response	Comment	Attachment
Ranking Report	The school ensures that if the Title I Ranking Report lists counselors, nurses, media, specialists or "other" staff for the school, there is documentation indicating this need in order to improve student achievement.	No	Currently only teachers are employed with Title I Funds.	

Label	Assurance	Response	Comment	Attachment
Para-educators	The school ensures that all para-educators with instructional duties are under the direct supervision of a highly qualified classroom teacher and providing instruction rather than clerical work.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Para-educators	The school ensures that all para-educators with instructional duties that involve targeted students are under the direct supervision of a highly qualified classroom teacher and providing instruction rather than clerical work.	No	Not Applicable as we are a Schoolwide Project.	

# Comprehensive School Improvement Plan

Harlan Elementary School

Label	Assurance	Response	Comment	Attachment
Para-educator Non-Instructional Duties	The school ensures that there is a schedule of non-instructional duties for para-educators demonstrating that the duties are on a limited basis only.	Yes		

Label	Assurance	Response	Comment	Attachment
Para-educator Non-Instructional Duties	The school scheduled non-instructional duties for para-educators working with targeted students demonstrating that the duties are on a limited basis only.	No	Not Applicable as we are a Schoolwide Project.	

Label	Assurance	Response	Comment	Attachment
Cap Size Requirements	The school met its cap size requirements without using Title I funds.	Yes		

Label	Assurance	Response	Comment	Attachment
Cap Size Requirements	The school met its cap size requirements without using Title II funds.	Yes		

## **Phase II - KDE Compliance and Accountability - Schools**

## **Introduction**

The process of Improvement Planning in Kentucky is used as the means of determining how schools and districts will plan to ensure that students reach proficiency and beyond by 2015. The process focuses school and district improvement efforts on student needs by bringing together all stakeholders to plan for improvement, by focusing planning efforts on priority needs and closing achievement gaps between subgroups of students, by building upon school and district capacity for high quality planning, and by making connections between the funds that flow into the district and the priority needs in schools.

Your school's plans for improvement must be based on careful and honest analysis of data, address all content areas, and clearly address gaps in student achievement.



## Planning and Accountability Requirements

The school has identified specific strategies to address areas for improvement identified in the TELLKY Survey results.

**Goal 1:**

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

**Measurable Objective 1:**

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

**Strategy1:**

Curriculum, Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.

Category: Continuous Improvement

Research Cited:

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluation common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Staff, Principal

**Strategy2:**

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Literacy Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal, Supervisor of Instruction

Activity - Digital Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000 - Title I Part A	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000 - School Council Funds	Principal

Activity - Conceptual Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Math Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal and Supervisor of Instruction

Activity - MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750 - Other	Principal

Activity - Pimser Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750 - Title I Schoolwide	Principal and Supervisor of Instruction

Activity - KAGAN	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$250 - General Fund \$0 - No Funding Required	Principal

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Reading Recovery Specialist

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implemet, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250 - District Funding \$250 - State Funds	Principal

## Measurable Objective 2:

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP.

## Strategy1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers, ELA Committee

## Measurable Objective 3:

collaborate to increase the percentage of students scoring Proficient and Distinguished in science to 86.8 by 06/01/2017 as measured by the K-PREP.

## Strategy1:

Curriculum/Assessment - Teacher will develop curriculum maps and assessments items aligned with the KCAS in Science.

Category: Integrated Methods for Learning

Research Cited:

Activity - Science Enrichment Rotation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employe a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500 - Title I Part A	Principal, Superintendent

Activity - Science Standards Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the SESC and ECU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Science PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Science Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Science Resource Teacher

## Measurable Objective 4:

collaborate to update the social studies curriculum to conform to new state standards by 06/30/2017 as measured by completed curriculum documents.

## Strategy1:

Curriculum Assessment - Teachers will develop curriculum maps and assessment items aligned with the KCAS Social Studies.

Category: Integrated Methods for Learning

Research Cited:

Activity - Social Studies Curriculum Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

## Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

## Measurable Objective 1:

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

## Strategy1:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

# Comprehensive School Improvement Plan

Harlan Elementary School

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711 - Other	Principal

### Goal 3:

Harlan Elementary will rate as distinguished in all program review areas.

### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

### Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HES Teachers, Program Review Lead

Activity - Program Review Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Program Review Leads

### Goal 4:

At least 95% of the teachers at Harlan Elementary will be rated as effective under the Professional Growth and Effectiveness System by 2020.

# Comprehensive School Improvement Plan

Harlan Elementary School

## Measurable Objective 1:

collaborate to establish a baseline score for teachers of 50% accomplished or exemplary by 06/01/2016 as measured by the PGES.

### Strategy1:

Professional Growth and Effectiveness System - Uses a weighted system designed to support student achievement, continuous improvement and multiple measures of teacher and principal effectiveness consisting of student growth, observation, self-reflection, student voice and professional growth planning.

Category:

Research Cited: KDE Next Generation Professionals Delivery Plan

Activity - Peer Observer Exchanges	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide opportunities to teachers to partner in observing each other using the Kentucky Framework for Teaching and PGES protocols for self-assessment and improvement.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	District Certified Evaluation Contact, Principal

Activity - Student Growth Goal Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide training and support for teachers in developing and assessing achievement of Student Growth Goals and entering data into CIITS.	Professional Learning	01/02/2017	12/31/2017	\$500 - State Funds	Supervisor of Instruction, Principal

### Strategy2:

Professional Learning and Support - Educators receive specific personalized feedback through data gathered from multiple sources to gain understanding of their current performance and use their personalized feedback to collaboratively develop and implement an appropriate professional learning plan.

Category: Professional Learning & Support

Research Cited: KDE Next Generation Professionals Delivery Plan

Activity - Framework for Teaching Walk-throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The principal will conduct regular classroom walk-throughs and coaching focused on effective teaching within the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Framework for Teaching Mini-Sessions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During bi-monthly PLC meetings, teachers participate in mini-sessions to increase understanding of the Danielson Modified Framework for Teaching.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

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## Goal 5:

Reduce all students who are novice in reading and math by 10% by 2017.

### Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP

### Strategy1:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction

Category: Integrated Methods for Learning

Research Cited:

Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

The school identified specific strategies to increase the average combined reading and math K-Prep proficiency scores.

## Goal 1:

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

### Measurable Objective 1:

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

### Strategy1:

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Math Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal and Supervisor of Instruction

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implemet, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250 - District Funding \$250 - State Funds	Principal

Activity - Digital Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000 - Title I Part A	Principal

Activity - Literacy Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal, Supervisor of Instruction

Activity - Conceptual Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000 - School Council Funds	Principal

Activity - KAGAN	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$250 - General Fund \$0 - No Funding Required	Principal

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Reading Recovery Specialist



# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Pimser Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750 - Title I Schoolwide	Principal and Supervisor of Instruction

Activity - MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750 - Other	Principal

## Strategy2:

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Research Cited:

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

## Strategy3:

Curriculum, Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.

Category: Continuous Improvement

Research Cited:

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Curriculum Map and Common Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluation common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Staff, Principal

## Strategy4:

Educational Experiences - Equitable access to well rounded educational experiences (e.g. the arts, health and physical education , career/ technical pathways in addition to core academics) provided to students; formative assessment practices processes used consistently to effectively monitor and adjust services in response to student's demonstrated learning, regularly guiding students towards their next target/goals.

Category: Learning Systems

Research Cited:

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal

Activity - Scrimmage Test	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - MAP Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500 - School Council Funds	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - ELA Benchmark Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Measurable Objective 2:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

## Strategy1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

Research Cited:

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Academic Support Program Direct Instruction	01/02/2017	12/31/2017	\$0 - No Funding Required	Arts Specialist and Principal

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programing as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

Activity - SPARKS Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800 - Other	Principal

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborate to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal and Practical Living teachers

### Measurable Objective 3:

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP.

### Strategy1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers, ELA Committee

### Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

### Measurable Objective 1:

# Comprehensive School Improvement Plan

Harlan Elementary School

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

## Strategy1:

Comprehensive Improvement Planning - Use data analysis and planning to better understand, target, and meet the unique needs of student population groups to close achievement gaps

Category: Management Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - CSIP Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Form and train a Comprehensive School Improvement planning team to include certified and classified staff members and parents to develop and update the CSIP for the school.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Comprehensive Needs Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct a comprehensive needs assessment annually using available data from the School Report Card, state and local testing, the TELL Kentucky survey, CIITS usage reports, school wellness report card, and other appropriate sources to identify areas needed for improvement and monitor achievement of nonduplicated gap students.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

## Strategy2:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Gifted Education Teacher

Activity - Reading Intervention Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions s for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500 - Title I Part A	Principal, Superintendent

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711 - Other	Principal

Activity - Intervention Plans	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor

Activity - Small Group Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - ESS Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000 - State Funds	Principal

Activity - Community-based Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Student Intervention Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Guidance Counselor

Activity - Americorp Aide	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500 - General Fund	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Multi-sensory (MARS) Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-2 Teachers will participate in Multi-sensory (MARS) Professional Learning opportunities through the SESC co-op.	Professional Learning	01/04/2016	12/31/2016	\$0 - No Funding Required	Principal, Director of Special Education

### Strategy3:

Digital Learning - uses digital resources, blended learning, and online courses to personalize learning, allow thoughtful reflection, and differentiate instruction across a diverse group of learners

Category:

Research Cited: KDE Closing the Achievement Gap Delivery Plan

Activity - Digital Learning Tools Subscriptions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900 - State Funds	Principal

Activity - Early Morning Access	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Dragon Help	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

### Strategy4:

Best Practices and Sustainability - Utilizes identified best practices and strategies effective in closing achievement gaps and improving student outcomes.

Category: Continuous Improvement

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Title I Annual Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Hold annual meeting for parents as required by Title I with emphasis on understanding the schoolwide project, ways of being involved as a parent, the curriculum, and assessment results.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Family Literacy Night	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a Family Literacy Night at least twice a year to promote development of literacy skills	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Language Arts Committee

Activity - Parent Shadowing Day	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
One day a year each grade level will offer parents an opportunity to observe their child in the classroom during instruction.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Born Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Born Learning Parent Educator and FRYSC Coordinator

Activity - Fitness Fair	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
HES working in collaboration with ARH will conduct a Fitness Fair twice a year,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, FRYSC Coordinator

Activity - Home Visits	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Make visits to homes of students who are experiencing learning or behavioral issues at school	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

Activity - Parent-Teacher Conference Days	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct two parent-teacher conference days during the year, one each semester.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Parent Volunteers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Parent Teacher Organization to recruit and operate a parent volunteer program to provide support our school.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, PTO President



# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Communication with Parents	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Keep parents informed about what their children are learning through Parent Teacher Conference Nights, Week at a Glance (available both in paper and at the on-line classroom each week) and newsletters.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - Homework Help for Parents	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Communicate with parents on how to help their child with homework and how homework relates to the child's overall education (e.g., provide website with homework help resources and weekly WAAG)	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

### Goal 3:

Harlan Elementary will rate as distinguished in all program review areas.

### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

### Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal, HES Teachers

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HES Teachers, Program Review Lead

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers

## Goal 4:

Reduce all students who are novice in reading and math by 10% by 2017.

### Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP

### Strategy1:

Continuous Improvement - We will use intervention strategies to address students who are not reaching benchmarks

Category: Learning Systems

Research Cited: KDE Delivery Targets

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Director of Special Education, Principal, Teacher

Activity - Extended School Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200 - District Funding	Principal, Director of District Wide Services, ESS Coordinator, Teachers

### Strategy2:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction

Category: Integrated Methods for Learning

Research Cited:

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Advisory Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

Activity - . Ameri Corp Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000 - Grant Funds	Principal, Superintendent

Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in professional development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

All children-were screened for kindergarten readiness. If yes, name the assessment.

**Goal 1:**

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

**Measurable Objective 1:**

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

**Strategy1:**

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Research Cited:

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

**Narrative:**

Brigance

The school identified specific strategies to increase the percentage of students who are Kindergarten ready.

**Goal 1:**

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

**Measurable Objective 1:**

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

**Strategy1:**

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Research Cited:

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

### Measurable Objective 1:

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

### Strategy1:

Best Practices and Sustainability - Utilizes identified best practices and strategies effective in closing achievement gaps and improving student outcomes.

Category: Continuous Improvement

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Born Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Born Learning Parent Educator and FRYSC Coordinator

# Comprehensive School Improvement Plan

Harlan Elementary School

The school identified specific K-3 strategies to increase the average 3rd grade math and reading combined K-Prep proficiency scores.

## Goal 1:

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

## Measurable Objective 1:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

## Strategy1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

Research Cited:

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborated to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Direct Instruction Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Arts Specialist and Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal and Practical Living teachers

Activity - SPARKS Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800 - Other	Principal

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programing as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

## Measurable Objective 2:

collaborate to increase the percentage of students scoring Proficient and Distinguished in science to 86.8 by 06/01/2017 as measured by the K-PREP.

## Strategy1:

Curriculum/Assessment - Teacher will develop curriculum maps and assessments items aligned with the KCAS in Science.

Category: Integrated Methods for Learning

Research Cited:

Activity - Science PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Science Enrichment Rotation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employe a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500 - Title I Part A	Principal, Superintendent

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Science Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Science Resource Teacher

Activity - Science Standards Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the SESC and ECU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

### Measurable Objective 3:

collaborate to update the social studies curriculum to conform to new state standards by 06/30/2017 as measured by completed curriculum documents.

### Strategy1:

Curriculum Assessment - Teachers will develop curriculum maps and assessment items aligned with the KCAS Social Studies.

Category: Integrated Methods for Learning

Research Cited:

Activity - Social Studies Curriculum Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

### Measurable Objective 4:

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP.

### Strategy1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction



# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers, ELA Committee

## Measurable Objective 5:

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

## Strategy1:

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Research Cited:

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

## Strategy2:

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

# Comprehensive School Improvement Plan

Harlan Elementary School

Category: Integrated Methods for Learning

Research Cited:

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000 - School Council Funds	Principal

Activity - MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750 - Other	Principal

Activity - Literacy Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal, Supervisor of Instruction

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Reading Recovery Specialist

Activity - Pimser Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750 - Title I Schoolwide	Principal and Supervisor of Instruction

Activity - Digital Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000 - Title I Part A	Principal

Activity - Math Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal and Supervisor of Instruction

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implemet, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250 - State Funds \$250 - District Funding	Principal

Activity - Conceptual Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - KAGAN	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required \$250 - General Fund	Principal

### Strategy3:

Curriculum,Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.

Category: Continuous Improvement

Research Cited:

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluation common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Staff, Principal

Activity - Curriculum Map and Common Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

### Strategy4:

Educational Experiences - Equitable access to well rounded educational experiences (e.g. the arts, health and physical education , career/ technical pathways in addition to core academics) provided to students; formative assessment practices processes used consistently to effectively monitor and adjust services in response to student's demonstrated learning, regularly guiding students towards their next target/goals.

Category: Learning Systems

Research Cited:

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - ELA Benchmark Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Scrimmage Test	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal

Activity - MAP Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500 - School Council Funds	Principal

## Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

### Measurable Objective 1:

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

### Strategy1:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Intervention Plans	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor

Activity - Community-based Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Student Intervention Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Guidance Counselor

Activity - Small Group Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Multi-sensory (MARS) Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-2 Teachers will participate in Multi-sensory (MARS) Professional Learning opportunities through the SESC co-op.	Professional Learning	01/04/2016	12/31/2016	\$0 - No Funding Required	Principal, Director of Special Education

Activity - ESS Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000 - State Funds	Principal

Activity - Americorp Aide	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500 - General Fund	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Reading Intervention Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions s for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500 - Title I Part A	Principal, Superintendent

Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711 - Other	Principal

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Gifted Education Teacher

## Strategy2:

Digital Learning - uses digital resources, blended learning, and online courses to personalize learning, allow thoughtful reflection, and differentiate instruction across a diverse group of learners

Category:

Research Cited: KDE Closing the Achievement Gap Delivery Plan

Activity - Dragon Help	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Early Morning Access	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Digital Learning Tools Subscriptions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900 - State Funds	Principal

## Goal 3:

Harlan Elementary will rate as distinguished in all program review areas.

# Comprehensive School Improvement Plan

Harlan Elementary School

## Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

## Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Program Review Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Program Review Leads

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HES Teachers, Program Review Lead

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal, HES Teachers

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

# Comprehensive School Improvement Plan

Harlan Elementary School

## Goal 4:

Reduce all students who are novice in reading and math by 10% by 2017.

## Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP

## Strategy1:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction

Category: Integrated Methods for Learning

Research Cited:

Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Advisory Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

Activity - Ameri Corp Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000 - Grant Funds	Principal, Superintendent

## Strategy2:

Continuous Improvement - We will use intervention strategies to address students who are not reaching benchmarks

Category: Learning Systems

Research Cited: KDE Delivery Targets

Activity - Extended School Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200 - District Funding	Principal, Director of District Wide Services, ESS Coordinator, Teachers



# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Director of Special Education, Principal, Teacher

**The school identified specific strategies to address subgroup achievement gaps.**

## Goal 1:

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

## Measurable Objective 1:

collaborate to update the social studies curriculum to conform to new state standards by 06/30/2017 as measured by completed curriculum documents.

## Strategy1:

Curriculum Assessment - Teachers will develop curriculum maps and assessment items aligned with the KCAS Social Studies.

Category: Integrated Methods for Learning

Research Cited:

Activity - Social Studies Curriculum Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will work in appropriate teams to deconstruct the new Social Studies Standard and develop curriculum for them (scope and sequence, curriculum map and global competency integration) * When standard are released	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

## Measurable Objective 2:

collaborate to increase the percentage of students scoring Proficient and Distinguished in language mechanics to 51 by 06/30/2016 as measured by the K-PREP.

## Strategy1:

Language Mechanics - Supports professional learning, targeted interventions and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate and or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Writing quality analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analysis student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers, ELA Committee

### Measurable Objective 3:

collaborate to increase the percentage of students scoring Proficient and Distinguished in science to 86.8 by 06/01/2017 as measured by the K-PREP.

### Strategy1:

Curriculum/Assessment - Teacher will develop curriculum maps and assessments items aligned with the KCAS in Science.

Category: Integrated Methods for Learning

Research Cited:

Activity - Science Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Science Resource Teacher and Principal will work with all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Science Resource Teacher

Activity - Science Standards Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the SESC and EKU to provide in depth professional learning in the New Science Assessment Tasks.	Professional Learning	01/02/2017	12/31/2017	\$350 - State Funds	Principal, Supervisor of Instruction

Activity - Science Enrichment Rotation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employe a 0.75 FTE Science Resource Teacher to provide hands-on Science activities through Science Lab rotations classes.	Academic Support Program	01/02/2017	12/31/2017	\$45500 - Title I Part A	Principal, Superintendent

Activity - Science PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use PLC composed of grade level teams to explore and develop curriculum maps and assessment items for the Next Generation Science Standards and Science Assessment.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

## Measurable Objective 4:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

## Strategy1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

Research Cited:

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborate to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal and Practical Living teachers

Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800 - Other	Principal

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Academic Support Program Direct Instruction	01/02/2017	12/31/2017	\$0 - No Funding Required	Arts Specialist and Principal

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programming as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

Activity - SPARKS Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

## Measurable Objective 5:

collaborate to increase the combined percentage of proficient and distinguished scores in reading and math to 61.3 by 06/30/2017 as measured by K-PREP scores.

## Strategy1:

Literacy and Math Project - Support Professional Learning, targeted intervention and planning in literacy.

Category: Integrated Methods for Learning

Research Cited:

Activity - Math Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Improving application, computation and mathematical thinking skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal and Supervisor of Instruction

Activity - Leveled Literacy Intervention (LLI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue to utilize the intervention program LLI in all grades for identified students with support from SESC consultant.	Academic Support Program	01/02/2017	12/31/2017	\$4000 - School Council Funds	Principal

Activity - Pimser Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
3rd and 4th grade teachers will attend Pimser training in applying Math strategies.	Professional Learning	01/02/2017	12/31/2017	\$750 - Title I Schoolwide	Principal and Supervisor of Instruction

Activity - Reading Coaching	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The reading specialist and the principal will work with teachers at all grade levels on instructional strategies to improve student performance.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Reading Recovery Specialist

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
MARS training, a multisensory approach for struggling readers will be provided for new teachers K-2 in the elementary.	Professional Learning	01/02/2017	12/31/2017	\$750 - Other	Principal

Activity - Digital Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Digital academic support programs in Math and Literacy (Reading Eggs, Study Island, No Red Ink and Moby Max)	Academic Support Program	01/02/2017	12/31/2017	\$4000 - Title I Part A	Principal

Activity - Conceptual Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conceptual Math training will be provided by the SESC for third and fourth grade teachers to improve the understanding of math concepts as a whole.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Mathematics Design Collaborative (MDC)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in a national training through the SESC in MDC. Teachers will return and implemet, coach/train other teachers with the support of SESC.	Professional Learning	01/02/2017	12/31/2017	\$250 - District Funding \$250 - State Funds	Principal

Activity - Literacy Project	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in district wide literacy project in collaboration with SESC to improve teaching of reading, writing, and other language arts skills.	Professional Learning	01/02/2017	12/31/2017	\$450 - Title II Part A	Principal, Supervisor of Instruction

Activity - KAGAN	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All new teachers will train in KAGAN Strategies to improve student engagement.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required \$250 - General Fund	Principal

## Strategy2:

Early Learning Support Services - Utilize relevant data to support services and eliminate barriers for early learners to support continuous progress from Kindergarten to Third Grade.

Category: Early Learning

Research Cited:

# Comprehensive School Improvement Plan

Harlan Elementary School

Activity - Kindergarten Shadowing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue kindergarten shadowing program for preschool students in K-4 programs.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor, Kindergarten Teachers

Activity - Kindergarten Jump Start	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a jump start experience prior to the start of school for all students entering the primary program for the first time.	Academic Support Program	01/02/2017	12/31/2017	\$400 - State Funds	Principal, Guidance Counselor

Activity - Reading Recovery / CIM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Reading Recovery services to identified first grade students and conducts CIM intervention groups with 1st, 2nd and 3rd grade students.	Academic Support Program	01/02/2017	12/31/2017	\$45000 - Grant Funds	Principal

Activity - Developmentally Appropriate Kindergarten / Kindergarten Roadmap	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School Kindergarten will be developmental in nature and allowing students to experience continuous progress at their own rate of speed.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

### Strategy3:

Curriculum, Assessment, and Alignment - Teacher will develop curriculum maps and assessment items aligned with the KCAS in English/Language Arts and Math.

Category: Continuous Improvement

Research Cited:

Activity - Looking at Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC and common planning teachers and principal will use Looking at Student Work protocol to evaluate common assessments in order to identify strength and weakness helping to drive future instruction.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Staff, Principal

Activity - Curriculum Map and Common Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide professional learning time through PLC meetings, professional learning sessions to develop common assessments, curriculum maps, and scrimmage test for each subject area to include integration of global competencies.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

### Strategy4:

Educational Experiences - Equitable access to well rounded educational experiences (e.g. the arts, health and physical education , career/ SY 2016-2017

# Comprehensive School Improvement Plan

Harlan Elementary School

technical pathways in addition to core academics) provided to students; formative assessment practices processes used consistently to effectively monitor and adjust services in response to student's demonstrated learning, regularly guiding students towards their next target/goals.

Category: Learning Systems

Research Cited:

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal

Activity - Scrimmage Test	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will participate in KPREP like scrimmages three times a year	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - ELA Benchmark Assessments	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use teacher developed benchmark to identify student progress or interventions needed for student success	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - MAP Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Access student academic progress at levels at regular intervals during the school year using MAP.	Academic Support Program	01/02/2017	12/31/2017	\$4500 - School Council Funds	Principal

## Goal 2:

Increase the average combined reading math proficiency ratings for all students in the non-duplicated gap group from 38.7 in 2012 to 67.7 by 2019.

### Measurable Objective 1:

collaborate to increase reading proficiency for the non-duplicated gap group to 53.3 and math proficiency to 43.5 by 06/30/2016 as measured by K-PREP scores.

### Strategy1:

Best Practices and Sustainability - Utilizes identified best practices and strategies effective in closing achievement gaps and improving student outcomes.

# Comprehensive School Improvement Plan

Harlan Elementary School

Category: Continuous Improvement

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Communication with Parents	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Keep parents informed about what their children are learning through Parent Teacher Conference Nights, Week at a Glance (available both in paper and at the on-line classroom each week) and newsletters.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - Homework Help for Parents	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Communicate with parents on how to help their child with homework and how homework relates to the child's overall education (e.g., provide website with homework help resources and weekly WAAG)	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - Parent Volunteers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Parent Teacher Organization to recruit and operate a parent volunteer program to provide support our school.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, PTO President

Activity - Born Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Use the curriculum from the Born Learning Program to present 6 workshop to parents with children from birth to five. These workshops will focus on developmental strategies parents can utilize to help their child be ready for Kindergarten.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Born Learning Parent Educator and FRYSC Coordinator

Activity - Family Literacy Night	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide a Family Literacy Night at least twice a year to promote development of literacy skills	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Language Arts Committee

Activity - Parent-Teacher Conference Days	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct two parent-teacher conference days during the year, one each semester.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Fitness Fair	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
HES working in collaboration with ARH will conduct a Fitness Fair twice a year,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, FRYSC Coordinator



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Activity - Parent Shadowing Day	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
One day a year each grade level will offer parents an opportunity to observe their child in the classroom during instruction.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Title I Annual Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Hold annual meeting for parents as required by Title I with emphasis on understanding the schoolwide project, ways of being involved as a parent, the curriculum, and assessment results.	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Home Visits	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Make visits to homes of students who are experiencing learning or behavioral issues at school	Parent Involvement	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

## Strategy2:

Comprehensive Improvement Planning - Use data analysis and planning to better understand, target, and meet the unique needs of student population groups to close achievement gaps

Category: Management Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Comprehensive Needs Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct a comprehensive needs assessment annually using available data from the School Report Card, state and local testing, the TELL Kentucky survey, CIITS usage reports, school wellness report card, and other appropriate sources to identify areas needed for improvement and monitor achievement of nonduplicated gap students.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - CSIP Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Form and train a Comprehensive School Improvement planning team to include certified and classified staff members and parents to develop and update the CSIP for the school.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Strategy3:

Digital Learning - uses digital resources, blended learning, and online courses to personalize learning, allow thoughtful reflection, and differentiate instruction across a diverse group of learners

Category:

# Comprehensive School Improvement Plan

Harlan Elementary School

Research Cited: KDE Closing the Achievement Gap Delivery Plan

Activity - Dragon Help	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students can receive tutoring services before and after school K-4	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Early Morning Access	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will have access to the computer lab prior to the start of the day to use digital tools such as Reading Eggs and Study Island.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Digital Learning Tools Subscriptions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Subscribe to Reading Eggs for Grades K-2 and Study Island for grades 2-4, along with Moby Max Math for all Grade levels and provide scheduled regular use of these programs in the computer labs.	Academic Support Program	01/02/2017	12/31/2017	\$3900 - State Funds	Principal

## Strategy4:

Learning Systems - Equitable access to well-rounded educational experiences (e.g., the arts, health and physical education, career/technical pathways in addition to core academics) provided to students; formative assessment practices/processes used consistently to effectively monitor and adjust services in response to students' demonstrated learning, regularly guiding students toward their next targets/goals; appropriate interventions and support will be provided students.

Category: Learning Systems

Research Cited: KDE Next Generation Support Systems Delivery Plan

Activity - Implementation of MARS Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-2 teachers will participate in MARS Training through the SESC Coop utilizing the multi-sensory techniques and strategies during Literacy instruction.	Professional Learning	01/02/2017	12/31/2017	\$1711 - Other	Principal

Activity - Peer Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Middle and high school gifted and talented students will provide in-school tutoring at all grade levels.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Gifted Education Teacher

Activity - Americorp Aide	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Americorp Aide will provide academic support in Math to at-risk students in the third and fourth grade.	Academic Support Program	01/02/2017	12/31/2017	\$2500 - General Fund	Principal

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Activity - Student Intervention Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students at high risk of failure will be referred to the Student Intervention Team to develop a plan for multidisciplinary support for student and, when appropriate, family.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Guidance Counselor

Activity - Community-based Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with the Boys and Girls Club through its Power Hour of after school intervention, tutoring, and homework assistance using digital tools such as Study Island and Reading Eggs, access to which is provided by the school.	Behavioral Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Small Group Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Two teachers will provide small group interventions in reading and math to selected third and fourth grade students twice a week for twenty-five minutes during the school day.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

Activity - Intervention Plans	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Individual intervention plans will be developed for students as needed and monitored for progress and growth,	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor

Activity - ESS Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Conduct ESS intervention and enrichment services for students in Grades 2-4 in reading and/or math after school at least once a week.	Academic Support Program	01/02/2017	12/31/2017	\$1000 - State Funds	Principal

Activity - Reading Intervention Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Employ a 0.6 Fulltime Equivalent Teacher to provide developmentally appropriate reading intervention groups for students in K-1 and targeted reading interventions for Grade 4.	Academic Support Program	01/02/2017	12/31/2017	\$37500 - Title I Part A	Principal, Superintendent

### Goal 3:

Harlan Elementary will rate as distinguished in all program review areas.

### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical

# Comprehensive School Improvement Plan

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Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

## Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal,HES Teachers, Program Review Lead

Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal,HES Teachers

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

## Goal 4:

Reduce all students who are novice in reading and math by 10% by 2017.

## Measurable Objective 1:

collaborate to reduce all novice students by 10% by 2016 in Reading and Math from 20.3% to 18.3% by 06/30/2016 as measured by KPREP

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## Strategy1:

Methods of Learning - All stakeholders will become involved in the targeting of students and the delivery of differentiated instruction

Category: Integrated Methods for Learning

Research Cited:

Activity - . Ameri Corp Teacher	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
An Ameri Corp teacher is working in the elementary to provide support in reading and math for students who do not reach benchmarks on MAP and or K-PREP.	Academic Support Program	01/02/2017	12/31/2017	\$5000 - Grant Funds	Principal, Superintendent

Activity - Professional Training (teachers)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will participate in professional Development training offered by SESC in order to differentiate and engage students in daily lesson planning.	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction

Activity - Advisory Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers and administrators will work to identify who are not performing in the classroom and or benchmark assessment and create action plans for each.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Counselor

## Strategy2:

Continuous Improvement - We will use intervention strategies to address students who are not reaching benchmarks

Category: Learning Systems

Research Cited: KDE Delivery Targets

Activity - Extended School Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide students with additional instruction in the area of reading and math before and /after school.	Academic Support Program	01/02/2017	12/31/2017	\$4200 - District Funding	Principal, Director of District Wide Services, ESS Coordinator, Teachers

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Identify and support students with learning and behavior needs	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Director of Special Education, Principal, Teacher

The school identified specific strategies to increase the average freshman graduation rate.

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N/A (this question does not apply)

The school identified specific strategies to increase the percentage of students who are college and career ready.

N/A (this question does not apply)

The school identified specific strategies to increase the percentage of distinguished programs in the arts and humanities, PL/CS and writing.

## Goal 1:

Increase the average combined reading and math K-PREP proficient and distinguished scores for elementary students from 48.1 in 2012 to 72.4 by 2019

## Measurable Objective 1:

demonstrate a proficiency in all program review areas (K-3, arts and humanities, practical living/career studies, writing) by maintaining at least an 8.0 rating in each area by 06/30/2015 as measured by the program review rubrics in ASSIST.

## Strategy1:

Data Analysis - collection and use of data for program improvement /program reviews-Information from the program reviews will be used to identify area that need improvement.

Category: Learning Systems

Research Cited:

Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers.	Academic Support Program Direct Instruction	01/02/2017	12/31/2017	\$0 - No Funding Required	Arts Specialist and Principal

Activity - SPARKS Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All student will participate weekly in the SPARKS Program.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Teachers

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborated to provide engaging lesson and activities for all grade levels K-4 in the Spanish culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, High School Spanish Teacher and Elementary Teachers

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Activity - Grade Level Field Trips	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each grade will take at least one field trip to provide educational experiences for all students	Field Trip	01/02/2017	12/31/2017	\$800 - Other	Principal

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The coordinated school health committee will develop and implement the school wellness plan, monitoring physical activity, and ensuring quality PLCS programing as relates to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally schedule Practical Living time.	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal and Practical Living teachers

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal

## Goal 2:

Harlan Elementary will rate as distinguished in all program review areas.

### Measurable Objective 1:

demonstrate a proficiency demonstrate a proficiency by scoring Distinguished in all program reviews (K-3, Arts and Humanities, Practical Living/Career Studies, Writing) as measured by the program review rubrics in ASSIST. by 06/05/2017 as measured by Rubric.

### Strategy1:

Data Analysis - Collection and use of data for program improvement/program reviews-Information from the program reviews will be used to identify area that needs improvement

Category: Learning Systems

Research Cited: Program Reviews

Activity - Teacher led PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC time teachers will lead the work focused on Program Reviews and classroom instruction	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	HES Teachers

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Activity - Writing Exemplars	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Locate or develop writing exemplars aligned with KCAS to use as benchmarks in evaluating student writing and as models in classroom instruction.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Supervisor of Instruction, Program Review Lead, HES Teachers

Activity - Writing Quality Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze student writing samples for each grade level and content area to monitor the status of the writing program with regard to the KCAS benchmarks	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HES Teachers, Program Review Lead

Activity - HES and HHS collaboration GCWL	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Harlan Elementary School and Harlan High School will collaborate to provide engaging lessons and activities for all grade levels K-4 in the Spanish Culture and language.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, HS Spanish Teacher, HES Teacher

Activity - First Tee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students participate in introductory golf and life skills weekly during intentionally scheduled Practical Living time	Academic Support Program	01/02/2017	12/31/2017	\$1500 - Grant Funds	Principal, PLCS Teacher

Activity - Coordinated School Health Committee	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Coordinated School Health will develop and implement the School wellness plan, monitoring physical activity, and ensuring quality PLCS programming as relating to physical and health education.	Policy and Process	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, District Health Coordinator

Activity - World Language/ Global Competency Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Continue the development of a school level plan as part of a larger district plan for assuring that students have the opportunity to develop proficiency in a least one world language and for assuring that global competencies are integrated into the curriculum.	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal



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Activity - Arts and Humanities Specialist and Arts and Humanities Teachers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Arts and Humanities instruction will be delivered through direct instruction by the Arts Specialist and Arts and Humanities Teachers	Academic Support Program Direct Instruction	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Arts Specialist and Arts Teachers

Activity - Communication Folders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In grades K-4, each class writes daily. According to our Writing Policy, however, only certain types of writing are included in the folders at each grade level. Some examples of writing that are included in the writing folder are pieces that show writing to learn, writing to demonstrate learning, and writing for publication	Academic Support Program	01/02/2017	12/31/2017	\$100 - General Fund	Principal, HES Teachers

Activity - Program Review Professional Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Program Review Leads will participate in the SESC Cadres	Professional Learning	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, Program Review Leads

Activity - Yogi for Kindergarten	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Kindergarten students will participate in a elementary Yogi curriculum during intentionally scheduled PLCS time	Behavioral Support Program	01/02/2017	12/31/2017	\$500 - Grant Funds	Principal, Yogi Specialist

Activity - SPARKS	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students will participate weekly in the SPARKS Curriculum	Academic Support Program	01/02/2017	12/31/2017	\$0 - No Funding Required	Principal, PLCS Teachers

# **Executive Summary**

## **Introduction**

Every school has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school, and the kinds of programs and services that a school implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the school community will have a more complete picture of how the school perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school to reflect on how it provides teaching and learning on a day to day basis.

## **Description of the School**

**Describe the school's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school serves?**

Describe the school's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school serves?

Harlan Elementary School was established in 1911 and is located in the southeastern corner of Kentucky in the Appalachian Mountains. The school serves 285 students, Kindergarten through Fourth Grade. The student to teacher ratio is just below 17:1. The elementary school has one National Board certified teacher. The majority of teachers have advanced degrees. It has a free and reduced lunch population of about 72%. The student to technology ratio is about 2:1. In 2015-16, spending per pupil averaged \$9,246. Harlan Elementary School is unique in that our high school students are used to tutor and peer teach students who are at risk.

The principal challenge associated with the local community at present is economic. The coal industry was once the primary employer within the county but has since been decimated and is almost nonexistent. Our school and community has had a number of families leave to seek employment elsewhere. As a result of the economic decline, many families have had to make financial adjustments that directly impact students.

## **School's Purpose**

**Provide the school's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school embodies its purpose through its program offerings and expectations for students.**

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The mission of Harlan Elementary School is to join with the home and community to provide a developmentally appropriate curriculum that enables all students to develop their own capacity for personal achievement. To help in this endeavor, Harlan Elementary School has developed an observation policy that will allow students' families to take part in authentic learning in a classroom environment during the school day. During Parent Shadowing Day, each grade level offers a day in which families are invited to come to school and observe and become part of their child's learning.

Our goal is to increase student learning by setting high academic expectations for all students. Harlan Elementary strives to foster cognitive, vocational, emotional, and social development in each student. Presently we have twenty certified staff members with an average of eight years experience and eight instructional aides assigned throughout the school. In addition to the regular classrooms (13), we also have classrooms that offer reading intervention, science, and Arts and Humanities curriculum. Speech and occupational therapy are available to students in need of these services. Upper level students may participate in elementary choir, academic teams, cheerleading, and 3rd/4th grade boys and girls basketball. Dance team activities are made available to 3rd and 4th grades and dance camp was made available to all students K-4th grade. Students in K-4 have access to a language conventions program called NO RED INK. Students in grades K-2 have at home access to Reading Eggs, an online literacy program. Students in grades 3-4 have at-home access to Study Island, an online tutoring program, and Moby Max, an individual instructional program in Mathematics. Students also participate in the Math-A-Thon for St. Jude's. We also participate in Pennies for Presents, which is sponsored by FBLA.

Harlan Elementary students strive to make a difference in their community. Students in K-4 also participate in and promote school and community services such as canned food drives for Christ Hands, Pink Ribbon Walk for cancer awareness. Students have also made bracelets to sell and various fund drives are done such as saving pennies, toy drive, and clothes donations to help meet monetary and emotional needs of those students and families in our school. These activities instill character and give the students a sense of value, along with being part of and assisting their community.

The implementation of a sensory room this school year is aimed to meet a variety of needs; from encouraging positive actions for those with sensory impairment to promoting rest and relaxation for the agitated or stressed. The sensory room would address children with sensory processing and neurological issues including but not limited to autism disorders, ADD/ADHD and Down syndrome can benefit from the use of this room.

We seek to prepare resilient, informed students who can utilize 21st Century skills, problem-solving skills, have a sense of purpose, good character, social competence, and an appreciation for life and learning, thus empowering them to meet the challenges of a changing society.

## **Notable Achievements and Areas of Improvement**

**Describe the school's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school is striving to achieve in the next three years.**

Describe the school's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school is striving to achieve in the next three years.

Harlan Elementary improved its performance rating in the Unbridled Learning Accountability System, a rating of "Distinguished/Progressing " in 2016. HES was awarded the title of School of Distinction placing them in the top 95% above all schools. In 2016, achieved an NAPD Proficient rating on the Writing, Arts and Humanities and Practical Living Program Review, and K-3 Primary Program. Harlan Elementary School was chosen Best Elementary School in Harlan County for the third year in a row, as surveyed through the Harlan Daily Enterprise. Also, in the same survey a Harlan Elementary School teacher was chosen as Best Teacher in Harlan County for the third year in a row.

Unite Grants have been given to promote a Drug Awareness Component to Harlan Elementary School. Examples of these programs are: 1st Tee, Youth Golf, "You Can Choose" Campaign, make good choices, and the Remix Program.

Harlan Elementary School was awarded the Americorp Grant. This grant was utilized to hire an Americorp Aide to assist in developing interventions with Math for at-risk students. This aide also established a Unite Club to promote drug awareness throughout the school.

Read to Achieve Grant was awarded to Harlan Elementary to fund the Reading Recovery Program which gives reading interventions to students in First, Second, and Third Grades.

Academically, Harlan Elementary School has proven to be one of the best elementary schools in the region winning 1st place in the District Governor's Cup in 2016. Last year Harlan Elementary School won 1st place in the District Governor's Cup Schand 2nd place in the Regional Governor's Cup continuing our legacy of academic excellence.

Harlan Elementary School SBDM elections are publicized, but less than 20% of the parents vote in SBDM parent elections. There is not an opportunity for outgoing parent council members to meet with new parent council members to share knowledge of serving on the council. Harlan Elementary School needs to encourage more parent participation in the district-wide stakeholder survey to help gather feedback to effectively and efficiently respond to parent and student needs. Better communication and collaboration between school, parent, and Family Resource Youth Services Center (FRYSC) is needed as so parents and school can utilize all available resources. School Leadership will provide a box for staff to express concerns over issues that are important to them and the school.

Teacher, School Leadership, and District Professional Development Coordinator will work together to better determine and meet the needs of the HES faculty concerning professional development opportunities.

There needs to be better articulation and collaboration with feeder schools. Together strategies need to be established to help improve the percentage of students coming to Kindergarten ready. According to 2015 Brigance data, only 42% of the incoming kindergarteners were ready for Kindergarten. HES wrote and received a 3 year grant called Born Learning that should help with Kindergarten Readiness result in the future. This grant is used to work collaboratively to parent of new born to 5 years of age in helping them their child's first teacher and willingly taught readiness skills to help in the development of their child.



## **Additional Information**

**Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.**

Harlan Elementary School Staff

Harlan Elementary School SBDM Members

Vickie Anderson, Principal

Cindy Wilson

Heather Benson

Leslie Goss

Georges Daama

Adele Cornett

Harlan Elementary School CSIP Members

Vickie Anderson, Principal

Cathy Estep

Lisa Dixon

Reba Sexton

Jessica Bolton

Jennifer Morton

Leann Chasteen

Tracy Gilbert Mary Lou McCarthy, Parent