



# Comprehensive District Improvement Plan

Shelby County School District

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## **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 2014. 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 district'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.

# Executive Summary

## **Introduction**

Every school system has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school system makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school system 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 system, and the kinds of programs and services that a school system implements to support student learning.

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

## **Description of the School System**

**Describe the school system'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 system serves?**

Shelby County Public Schools is located in a semi-rural area, nestled between two metropolitan cities in Central Kentucky: Louisville and Lexington . With easy access to the interstate, some residents commute to work elsewhere even though they sought the community for its small-town atmosphere, rich historical heritage and long-standing tradition of a school system with goals. We are the largest employer with about 1,000 staff members. Those individuals handle day-to-day instruction, transportation, nutrition, health, and administrative needs for about 7,000 students (238 Preschool, 3225 Elementary, 1096 Middle, and 2450 High). Shelbyville is the main town in the county with a population of about 14,100 of the overall 43,000 who live in smaller communities located in outer farming arears. Even though agriculture was the number-one economic foundation 30 years ago, it has changed with the times, which gives the school district the opportunity to also change its agricultural education programs. To coincide with that, the industrial base grew steadily in the 1990s and now offers a variety of vocational trades, which we also address in both high schools as well as the Area Technology Center. With the influx of new residents, our schools were experiencing near-capacity numbers. So the School Board approved opening a second high school in 2010 to alleviate overcrowding at the one high school and two middle schools. This allowed us to also expand academic opportunities since we reconfigured grade levels to 8-12 at high school and 6-7 at middle schools. 16% of our student population is Hispanic, which includes a large number who are Limited English Proficient. We address those barriers with instructional assistants in all grade levels and by introducing preschoolers to the world of education at in-school class settings. To expand that program for Hispanics as well as those with identified special needs, we plan to open an Early Childhood Center in 2014 to alleviate overcrowding in elementary schools to upgrade learning opportunities for that population who is now housed in a 1957 facility.

## **System's Purpose**

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

Shelby County Public Schools has a clear focus: Think BIG. ONE PHILOSOPHY: We are one school system - not a system of schools. TWO CORE BELIEFS: Positive Relationships With All; High Expectations For All. THREE BIG Goals: Send every elementary student to middle school on grade level each year; Send every to middle school student to high school on grade level by 2014; Graduate every senior with college/career readiness skills by 2016. FOUR KEYS TO UNLOCK LEARNING: Laser-like focus on achievement, Extraordinary amount of non-fiction writing, Collaborative scoring, Penalty for failing is doing the work over. FIVE MAIN THINGS: 1) Curriculum Alignment... To reach our goals, our students must master the Kentucky Core Academic Standards. We constantly adjust to ensure our curriculum provides each student with repeated opportunities to demonstrate mastery. 2) Instructional Norms... There are best practices to student learning; it does not just happen. Ongoing training and support must occur for teachers to rise to the top. One local teacher admitted teaching her heart out, yet consistently being disappointed by her students' state assessment results. She told me, "Tell me what to do." We owe it to her - and all teachers - to provide the best Professional Development so teachers can be the best and, in turn, their students can be the best. 3) Professional Learning Community... When SCPS Superintendent visited with a Superintendent from another county, he was stunned, as was he, when a star math teacher visited a colleague's class and said, "We have been teaching beside each other for 20 years and I had never seen her teach." The closed-door mentality is gone. Professionals must communicate and learn from each other to blend all the strengths together. 4) Intervention... Teachers face as many as eight different levels of student skills every day in the classroom. As a result, the academic achievement levels will also differ. Goal-setting and Data Team analysis based on MAP (Measure of Academic Progress) help staff identify students and their needs. Those students Below Grade Level are scheduled for intervention to bring about progressive growth. 5) Enrichment... MAP also provides information on students who are Above Grade Level. This group of students can then be challenged with higher-level courses or other appropriate activities to keep pushing them beyond their potential.



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

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

**Accomplished:**

Senior scores perfect 36 on ACT in 2012

Gatton Academy at Western Kentucky University: 1 each year since 2010

Governor's Scholars Program: 18 in 2012, 12 in 2011, 17 in 2010

Governor's School for the Arts: 3 in 2012

National Merit Scholars: 2 'semi-finalists' in 2012, 1 'commended' in 2010

132% growth in number of students taking Advanced Placement exams

Accelerated Academy program started in 2011 at both high schools; cohort remains intact until graduation; underclassmen added each year as freshmen

Project Lead The Way certified programs at both high schools for engineering and/or bio-medical sciences

58 National Board Certified Teachers since 2000;

Finalists for Kentucky Teacher of the Year: 2 in 2012; 1 in 2010

Energy Star designation for district and one high school 2012

Energy Star designation for one middle school 2011

**Goals:**

Send all elementary students to middle school on grade level each year

Send all middle school students to high school on grade level in 2014

Graduate all seniors with college/career readiness skills by 2016

80% proficiency on state assessments in 2014; 90% proficiency on state assessments in 2015; 100% proficiency on state assessments in 2016

Concentrate on non-fiction reading, non-fiction writing and special education achievement gaps

Continue to train staff in Thinking Strategies to increase number of model classrooms

Continue to train staff on reading intervention skills so Summer Reading Academy enrollment decreases for those below grade level

Develop and implement a Summer Enrichment Academy for those above grade level

Develop and implement a Career Academy for those on a vo-tech education path

## **Additional Information**

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

Our students, staff and schools reap national or state recognition: A Shelby County High student spent one semester as an aide for Kentucky's US Senator in DC. When a hearing-impaired student was sought for a trip to visit a university for the deaf in DC, a West Middle School sixth-grader was picked. A Collins High student spoke at the national FFA competition. High school students are consistently chosen for an annual summer youth leadership conference in DC. A Collins High School student was asked to speak when Kentucky's Governor announced a new entrepreneur study program for students. Three Shelby County High students were singled out when a Kentucky Representative looked for legislative interns. When the Kentucky Beta Convention elected a president, a Collins High School student was the choice. Reading Recovery teachers have made national presentations. Two teachers are published authors. The District Finance Director serves as president of the state financial association. One middle school and one athletic complex were recognized nationally for their architectural designs. SCPS knows "bricks and mortar" do not teach children but we value our facilities and being good neighbors in the community, which is why we restored a 1918 high school to serve as district administrative offices.

# **KDE Needs Assessment**

## **Introduction**

The purpose of the School District (system) 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?**

Which content areas are areas of strength and need?

Which gap groups are areas of strength and need?

The information tells us that Science is our strongest content area at elementary, middle and high. It tells us that Writing is the greatest area of need, along with Reading and Math.

The information tells us that the gap group with the greatest need in all content areas is students with disabilities.

## **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?**

Elementary and Middle School proficiency reading scores are above the state.

Elementary Math proficiency scores are above the state.

Elementary, Middle and High School science proficiency scores are above the state.

Elementary and Middle School Social Studies proficiency scores are above the state.

## **Opportunities for Improvement**

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

Areas in need of improvement are Reading, Writing and Math at elementary middle and high school. The gap areas in need of improvement are students with disabilities, African Americans and LEP students.

The district is providing professional development on instructional strategies in reading, writing and math. Each school has identified specific strategies and plans to target individual students.

## **Oversight and Monitoring**

**Describe your processes and interventions for monitoring continuous improvement.**

District administration and support staff meet with school administration and support staff to review data and monitor plans for specific improvement in each school. These AYP Meetings occur on a regular interval and provide the school with guidance and support from the district.



## **Conclusion**

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

We will continue to meet in regular AYP meetings to support school administration. The district will work with school leaders to revise and implement a District Writing Plan. Each level director will work with principals to assist in monitoring strategies and activities created for each school. Teachers will receive training, monitoring and feedback in curriculum development, instructional norms, intervention, enrichment and data teams.

# **SCPS CDIP 2012-2013**

## Overview

### Plan Name

SCPS CDIP 2012-2013

### Plan Description

Comprehensive District Improvement Plan

## 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	All staff members will teach from a fully articulated rigorous curriculum.	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$8000
2	Shelby County Schools will provide world class professional learning to support instructional norms in each classroom.	Objectives: 3 Strategies: 3 Activities: 5	Organizational	\$89500
3	All professional learning communities will operate as data teams in order to meet each student's academic needs.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$36000
4	All students below grade level will receive intervention services in order to reach proficiency.	Objectives: 4 Strategies: 4 Activities: 7	Academic	\$78000
5	Increase the average freshman graduation rate for all students from 82.4% to 83.8% by 2013.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$16000
6	Increase the proficiency percentage by 7.3% for non-duplicated gap students combined reading and math scores.	Objectives: 2 Strategies: 2 Activities: 4	Academic	\$2800
7	Suspension Rate for Special education students will decrease by 3%.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$0
8	Increase the averaged combined reading and math KPREP scores for middle school students from 44% to 72% in 2017.	Objectives: 2 Strategies: 2 Activities: 6	Academic	\$0
9	All students on grade level will receive enrichment services to ensure a full year's growth in a year's time.	Objectives: 4 Strategies: 4 Activities: 10	Academic	\$80000
10	Increase the averaged combined reading and mathematics K-PREP scores for elementary school students from 48.1% to 74.1% by 2017	Objectives: 2 Strategies: 2 Activities: 15	Academic	\$0
11	Increase the averaged combined reading and math KPREP scores for high school students from 37% to 69% in 2017.	Objectives: 2 Strategies: 2 Activities: 6	Academic	\$0

## Goal 1: All staff members will teach from a fully articulated rigorous curriculum.

**Measurable Objective 1:**

collaborate to develop and implement the Shelby County Curriculum aligned to Kentucky Core Academic Standards and CCR standards by 07/31/2013 as measured by proficiency on KPREP.

**Strategy 1:**

Curriculum Alignment - Staff members will unpack Kentucky Core Academic Standards to develop common assessments, I Can statements, learning targets, essential vocabulary, and instructional units in the four core areas to produce a fully functioning electronic curriculum.

Research Cited: Rigorous Curriculum Design by Ainsworth

Activity - Standards Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches and district staff will support standards work by providing professional development as needed in CIITS and BYOC.  Schools: All Schools	Professional Learning	06/11/2012	07/31/2013	\$0	General Fund	Chief Academic Officer, Student Achievement Directors, Curriculum Coordinator, and Staff Developer

Activity - Core 80	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Chief Academic Officer, Level Directors and Curriculum Coordinator will facilitate the standards work plan throughout the school year and analyze K-PREP data for instructional congruency as measured by 80% of students reaching proficiency.  Schools: All Schools	Professional Learning	09/27/2012	07/31/2013	\$0	No Funding Required	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator

Activity - Vertical Alignment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District Assessment Coordinator will work with Instructional Coaches and Network Teachers to ensure full implementation of standards at each school and vertical alignment throughout the district.  Schools: All Schools	Professional Learning	08/08/2012	07/31/2013	\$0	No Funding Required	District Assessment Coordinator/Curriculum Coordinator

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Activity - Instructional Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Network teachers working with OVEC will continue to receive training on standards and share both Math and English Language Arts work within their buildings. Science will be added during as they are released.  Schools: All Schools	Professional Learning	08/08/2012	07/31/2013	\$8000	General Fund	Curriculum Coordinator and Staff Developer

## Goal 2: Shelby County Schools will provide world class professional learning to support instructional norms in each classroom.

### Measurable Objective 1:

collaborate to develop and conduct New Teacher Induction as part of a 4 year professional learning plan for all Shelby County teachers by 05/24/2013 as measured by retention of teachers and increased percentage of students scoring proficient as measured by Unbridled Learning.

### Strategy 1:

Instructional Norms - Develop and implement a 4 year professional learning plan for all new Shelby County teachers.

Research Cited: Hattie's Visible Learning

Activity - New Teacher Induction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Host a 4 day New Teacher Induction: Day 1- Overview of District, Classroom Management, Standards Work, Day 2 - Technology (half day w/3 one hour follow-up sessions, Day 3 and 4 - Instructional Norms/Introduction to Thinking Strategies.  Schools: All Schools	Professional Learning	07/20/2012	06/28/2013	\$18000	Title II Part A, General Fund	Staff Developer

Activity - New Teacher 4 Year Professional Learning Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Offer 3-4 hours of continued professional learning opportunities to new teachers throughout each school year for their first four years in Shelby County. Professional learning choices that meet the district vision will be offered to new teachers as they choose which trainings support their professional growth plans. I.e. Year One: Lesson plan design, cooperative learning structures, standards, and instructional technology  Schools: All Schools	Professional Learning	01/07/2013	05/24/2013	\$1500	State Funds	Staff Developer, Student Achievement Division

### Measurable Objective 2:

collaborate to enrich and grow Thinking Strategies Teams at each school (elementary, middle, and high) to develop lab classrooms by 04/30/2013 as measured by the PEBC (Public Education and Business Coalition) Continuum of Growth in Research-Based Instructional Practices.

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### Strategy 1:

Thinking Strategies - Provide opportunities once a year for up to 10% of the staff to attend a 4 day Thinking Strategies Institute or provide opportunities twice a year for up to 15% of the the staff to attend a 2 day Introduction to Thinking Strategies.

Research Cited: PEBC Continuum of Growth

Activity - Lab Classrooms	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide instructional coaching for the purpose of establishing at least 2 lab classrooms in each building for internal visits during the 12-13 school year and increase to 3 lab classrooms in each building for external visits during the 13-14 school year.  Schools: All Schools	Professional Learning	08/08/2012	04/26/2013	\$48000	General Fund	Staff Developer and Instructional Coaches

Activity - Facilitators' Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Instructional Coaches and the Staff Developer with additional training to support development of lab classrooms (Facilitators' Training, Adaptive Schools Training).  Schools: All Schools	Professional Learning	09/24/2012	12/03/2012	\$16000	General Fund	Chief Academic Officer and Staff Developer

### Measurable Objective 3:

collaborate to develop and offer training for all seasoned Shelby County teachers comparable to sessions offered to our four-year New Teacher Induction participants (with goal of equitable and consistent professional learning in instructional norms) by 06/04/2014 as measured by differentiation of professional learning in 21st century learning skills and evidenced by staff sign in sheets..

### Strategy 1:

21st Century Learning Skills - Teachers will attend professional learning offerings on various 21st Century Learning Skills such as information, media, and technology literacy as well as critical thinking skills to integrate these skills into their classroom practices.

Research Cited: The Framework for 21st Century Learning

Hattie's Visible Learning

PEBC's Continuum of Best Practices to foster critical thinking

Activity - Teacher Training on 21st Century Learning Skills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Offer various professional learning opportunities to all seasoned staff throughout the school year (eight one-hour sessions offered throughout year for up to 30 participants per session). The same offerings will be available to individual schools to meet their professional learning needs.	Professional Learning	07/17/2013	06/11/2014	\$6000	Title II Part A	Staff Developer, Chief Information Officer, and Building Principal-when sessions are offered during regular school-wide staff meetings
Schools: All Schools						

### Goal 3: All professional learning communities will operate as data teams in order to meet each student's academic needs.

#### Measurable Objective 1:

collaborate to implement common formative and summative assessment strategies with analysis through collaborative scoring and complete all instructional components (procedures) by 07/31/2013 as measured by The Center for Leadership and Learning's rubric for data teams.

#### Strategy 1:

Standards Based Units - By the end of 2012-13 learning communities (both grade level and content specific) will have developed and implemented standards-based units congruent to KCAS for Math and ELA, CCR standards, and EPAS.

Research Cited: Rigorous Curriculum Design by Ainsworth

Activity - Mastery of Standards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop classroom instructional activities in build your on curriculum to lead toward mastery of standards.	Direct Instruction	06/11/2012	07/31/2013	\$36000	General Fund	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator
Schools: All Schools						

Activity - Collaborative Scoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staffs will participate in collaborative scoring and analysis of common assessments.	Professional Learning	09/28/2012	07/31/2013	\$0	No Funding Required	Principals and Assistant Principals
Schools: All Schools						



## Goal 4: All students below grade level will receive intervention services in order to reach proficiency.

### Measurable Objective 1:

A 10% increase of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency and reduce intervention in English Language Arts by 05/24/2013 as measured by SCPS Steps to College Readiness.

### Strategy 1:

Intervention - School staff will provide interventions specific to student needs to any student scoring below grade level on MAP, below proficiency on KPREP or below benchmarks on EPAS Assessments.

Research Cited: Hattie's Visible Learning

Activity - Parent Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.  Schools: All Schools	Academic Support Program	06/03/2013	06/10/2013	\$1500	Title I Part A	Chief Academic Officer, Level Directors, and Principals

Activity - Summer Reading Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer Reading Academies will be provided for any 1st, 3rd, 5th, 6th, 7th, and 9th graders reading below grade level.  Schools: All Schools	Academic Support Program	06/10/2013	07/31/2013	\$50000	Title I Part A	Chief Academic Officer, Student Achievement Directors, and Principals

Activity - Time and Focus Reports	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each school will report a Time and Focus Report to the Board that shares how much instructional time students who are behind actually get.  Schools: All Schools	Other	08/13/2013	05/16/2014	\$0	General Fund	Chief Academic Officer, Principals

### Measurable Objective 2:

A 10% increase of Twelfth grade students will demonstrate a proficiency by being College and Career ready in English Language Arts by 05/24/2013 as measured by ACT, Work Keys, ASVAB, KOSSA, Compass or KYOTE.

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### Strategy 1:

AYP Meetings - Central Office will facilitate AYP meetings at each school 4 times per year to monitor Unbridled Learning, I Teams, Data Boards/Value Added, and MAP.

Activity - Parent Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop and promote a parent academy that educates parents on the SCPS Steps to College Readiness  Schools: All Schools	Parent Involvement	08/08/2012	06/30/2013	\$0	General Fund	Chief Academic Officer, Principals, Chief Information Officer

### Measurable Objective 3:

A 10% increase of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency and reduce intervention in Mathematics by 05/24/2013 as measured by SCPS Steps to College Readiness.

### Strategy 1:

Intervention - School staff will provide interventions specific to student needs to any student scoring below grade level on MAP, below proficiency on KPREP or below benchmarks on EPAS assessments.

Research Cited: Hattie's Visible Learning

Activity - Summer Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer intervention will be provided for any 1st, 3rd, 5th, middle school, or 9th grader working below grade level in Math based on MAP, KPREP, and EPAS assessments.  Schools: All Schools	Academic Support Program	01/02/2013	08/02/2013	\$25000	District Funding	Chief Academic Officer, Student Achievement Directors, Principals

Activity - Parent Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.  Schools: All Schools	Parent Involvement	01/02/2013	08/02/2013	\$1500	Title I Part A	Chief Academic Officer, Student Achievement Directors, Principals

### Measurable Objective 4:

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A 10% increase of Twelfth grade students will demonstrate a proficiency on meeting benchmarks in Mathematics by 05/24/2013 as measured by ACT, Work Keys, KOSSA, ASVAB, Compass and KYOTE.

### Strategy 1:

AYP Meetings - Central Office will facilitate AYP meetings at each school 4 times per year to monitor Unbridled Learning, I Teams, Data Boards/Value Added and MAP.

Activity - Parent Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop and promote a parent academy that educates parents on the SCPS Steps College Readiness.  Schools: All Schools	Parent Involvement	01/02/2013	08/02/2013	\$0	General Fund	Chief Academic Officer, Student Achievement Directors, Principals

## Goal 5: Increase the average freshman graduation rate for all students from 82.4% to 83.8% by 2013.

### Measurable Objective 1:

demonstrate a proficiency by increasing the average freshman graduation rate of special education students 3.4% by 06/28/2013 as measured by the Average Freshman Graduation Report..

### Strategy 1:

Failure Elimination - Case Managers will contact students with failing grades every 2 weeks and contact parents with a plan of action to eliminate failure as evidenced by contact logs and student grades.

Research Cited: dropoutprevention.org/ Visible Learning for Teachers by John Hattie

Activity - Mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Case managers will meet weekly with Educational Diagnostician Coaches to review "eliminate failure" plans for students.  Schools: All Schools	Academic Support Program	07/29/2013	10/30/2013	\$0	No Funding Required	Support Services, Educational Diagnostician Coaches

Activity - Individualized Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Any student behind in class or who earns a failing grade will be assigned to after school tutoring, fall/winter/spring school help sessions and/or summer school using teacher-assigned writing, Compass Learning modules, etc.  Schools: Martha Layne Collins High School, Shelby County High School	Academic Support Program	09/03/2012	08/01/2013	\$16000	State Funds	Student Achievement Division, Principals
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## Goal 6: Increase the proficiency percentage by 7.3% for non-duplicated gap students combined reading and math scores.

### Measurable Objective 1:

A 7% increase of Black or African-American, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency of the overall gap in reading combined score at the elementary, middle, and high school levels in English Language Arts by 09/30/2013 as measured by K-PREP.

### Strategy 1:

Common Core Shifts - Teachers will complete professional learning of the ELA shifts to increase rigor of core instruction and include differentiation that upholds high expectations for attaining college and career readiness.

Research Cited: Visible Learning for Teachers by John Hattie, ELA Common Core Standards

Activity - Professional Learning in ELA Shifts	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrator and teacher training in differentiating, scaffolding and teaching to mastery the three key shifts of building knowledge through content-rich nonfiction, close reading of complex texts and text-based answers with a focus on academic language in complex text.  Schools: All Schools	Academic Support Program	02/28/2013	08/30/2013	\$1400	General Fund	Special Education Director, Staff Developer, ELA network and pool teachers

Activity - Implementation of ELA Shifts	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.  Schools: All Schools	Academic Support Program	09/12/2012	05/27/2013	\$0	No Funding Required	Student Achievement Division, Principals

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### Measurable Objective 2:

A 7% increase of Black or African-American, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency of the overall gap combined score at the elementary, middle, and high school levels in Mathematics by 06/28/2013 as measured by K-PREP.

### Strategy 1:

Common Core Shifts - Teachers will complete professional learning of the Math shifts to increase rigor of core instruction and include differentiation that upholds high expectations for attaining college and career readiness.

Research Cited: Visible Learning for Teachers by John Hattie, Math Common Core Standards

Activity - Professional Learning in Math Shifts	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrator and teacher training in differentiation, scaffolding, and teaching to mastery the common core shifts in math; focusing on the three key shifts of focus, coherence, and rigor. Teachers will uphold rigor of students' conceptual understanding, procedural skills and fluency as well as application of grade level expectations in the Common Core Standards.  Schools: All Schools	Academic Support Program	02/28/2013	08/30/2013	\$1400	General Fund	Special Education Director, Staff Developer, ELA network and pool teachers

Activity - Implementation of Math Shifts	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.  Schools: All Schools	Academic Support Program	09/12/2012	05/27/2013	\$0	No Funding Required	Student Achievement Division, Principals

## Goal 7: Suspension Rate for Special education students will decrease by 3%.

### Measurable Objective 1:

collaborate to reduce the percentage of special education students' suspension rate by 3% by 02/03/2014 as measured by Infinite Campus Discipline Report.

### Strategy 1:

Proactive Discipline - Schools will implement the PASS program and use a social skills program to increase inclusion into the regular education setting and to frontload students with appropriate social skills needed to be successful in regular education setting.

Research Cited: dropoutprevention.org

## Comprehensive District Improvement Plan

Shelby County School District

Activity - Procedural Data Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PASS teachers will meet with Educational Diagnostican Coaches to review discipline data and to determine appropriate strategies for different student behaviors.  Schools: Shelby Co Education Center Cropper, Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Behavioral Support Program	02/28/2013	01/30/2014	\$0	No Funding Required	Support Services and Educational Diagnostician Coach
Activity - Proactive Discipline	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be trained in a school-wide proactive discipline program to result in higher academic achievement, fewer discipline problems, and increased engagement among teachers and parents while building students' self confidence and 21st century skills. (ie. CHAMPS, Leader in Me, etc)  Schools: All Schools	Behavioral Support Program	06/03/2013	09/10/2013	\$0	Other	Staff Developer, Student Achievement Division, Principals

## Goal 8: Increase the averaged combined reading and math KPREP scores for middle school students from 44% to 72% in 2017.

### Measurable Objective 1:

A 6% increase of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in the mastery of standards in English Language Arts by 05/31/2013 as measured by KPREP.

### Strategy 1:

Core 80 - The core instruction will ensure that 80% of our students reach proficiency as monitored by classroom observations, posted learning targets, and bi-monthly meetings with principals.

Research Cited: Visible Learning for Teachers by John Hattie

Marzano's Work

Danielson's Framework

Activity - Best practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	No Funding Required	Principals, Instructional Coaches and Student Achievement Division

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Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	General Fund	Curriculum Coordinator, Principals

Activity - Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Academic Support Program	08/08/2012	08/02/2013	\$0	General Fund	Chief Academic Officer, Student Achievement Division, Principals

### Measurable Objective 2:

A 6% increase of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in the mastery of standards in Mathematics by 05/31/2013 as measured by KPREP.

### Strategy 1:

Core 80 - The core instruction will ensure that 80% of our students reach proficiency as monitored by classroom observations, posted learning targets, and bi-monthly meetings with principals.

Research Cited: Hattie's Visible Learning, Marzano's "Classroom Instruction that Works"

Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	General Fund	Curriculum Coordinator, Principals

Activity - Best Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Shelby County School District

Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	General Fund	Principals, Student Achievement Division
<b>Activity - Intervention</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 intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Academic Support Program	08/08/2012	05/24/2013	\$0	General Fund	Chief Academic Officer, Student Achievement Division, Principals

## Goal 9: All students on grade level will receive enrichment services to ensure a full year's growth in a year's time.

### Measurable Objective 1:

A 30% increase of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in Mathematics by 12/19/2012 as measured by map.

### Strategy 1:

Enrichment Time - Provide enrichment time for peer/clustering groups to accelerate learning.

Research Cited: Hattie's Visible Learning

<b>Activity - Differentiation</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 staff with appropriate training/strategies to accelerate learning.  Schools: All Schools	Professional Learning	01/02/2013	12/13/2013	\$0	General Fund	Staff Developer

### Measurable Objective 2:

A 25% increase of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in English Language Arts by 05/24/2013 as measured by MAP.

### Strategy 1:

Enrichment - Central Office will partner with schools to implement enrichment strategies for students performing at or above grade level.



# Comprehensive District Improvement Plan

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Research Cited: Hattie's Work

Activity - Differentiation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide training for elementary and middle school teachers in differentiation.  Schools: All Schools	Professional Learning	05/17/2013	12/13/2013	\$25000	General Fund	Staff Developer and Chief Academic Officer

### Measurable Objective 3:

A 10% increase of Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency of 3 or better on the AP Qualifying Exam if they take an Advanced Placement course in Social Studies by 05/17/2013 as measured by the Advanced Placement exam with College Board.

### Strategy 1:

Advanced Placement - Focus intentionally on the needs of the students enrolled in AP Courses.

Activity - AP Institutes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.  Schools: Martha Layne Collins High School, Shelby County High School	Professional Learning	01/02/2013	12/13/2013	\$10000	District Funding	Chief Academic Officer, Secondary Level Director, High School Principals

Activity - AP Tutoring Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide both Saturday and after school tutoring for students in AP courses.  Schools: Martha Layne Collins High School, Shelby County High School	Academic Support Program	08/08/2012	05/24/2013	\$5000	Other	Principals, Secondary Level Director

Activity - AP Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Professional Learning	01/02/2013	08/02/2013	\$10000	District Funding	Chief Academic Officer, Secondary Level Director, Principals

Activity - AP Reader Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

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Provide training on criteria needed to score a 3 or better (qualifying) on the AP exam. Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.  Schools: Martha Layne Collins High School, Shelby County High School	Professional Learning	01/02/2013	12/13/2013	\$5000	General Fund	Chief Academic Officer, Secondary Level Director, Principals
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### Measurable Objective 4:

A 10% increase of Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency of 3 or better on the AP Qualifying Exam if they take an Advanced Placement course in English Language Arts in English Language Arts by 05/24/2013 as measured by the Advanced Placement exam with College Board..

### Strategy 1:

Advanced Placement - Focus intentionally on the needs of the students enrolled in AP Courses.

Activity - AP Tutoring Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide both Saturday and after school tutoring for students in AP courses.  Schools: Martha Layne Collins High School, Shelby County High School	Academic Support Program	08/08/2012	05/24/2013	\$5000	General Fund	Principals, Secondary Level Director

Activity - AP Institutes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.  Schools: Martha Layne Collins High School, Shelby County High School	Professional Learning	01/02/2013	12/13/2013	\$5000	Other	Principals, Secondary Level Director

Activity - AP Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.  Schools: Shelby County West Middle School, Martha Layne Collins High School, Shelby County East Middle School, Shelby County High School	Professional Learning	01/02/2013	12/13/2013	\$10000	General Fund	Chief Academic Officer, Secondary Level Director, Principals

Activity - AP Reader Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## Comprehensive District Improvement Plan

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Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.  Schools: Martha Layne Collins High School, Shelby County High School	Professional Learning	01/02/2013	12/13/2013	\$5000	General Fund	Chief Academic Officer, Secondary Level Director, Principals
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## Goal 10: Increase the averaged combined reading and mathematics K-PREP scores for elementary school students from 48.1% to 74.1% by 2017

### Measurable Objective 1:

A 6% increase of Kindergarten, First, Second, Third, Fourth and Fifth grade students will demonstrate a proficiency in the mastery of standards in English Language Arts by 05/31/2013 as measured by Formative Assessments, Grade Level College and Career Readiness Measures, MAP and KPREP.

### Strategy 1:

Laser-Like Focus On Academic Achievement - The district and school personnel will utilize the data team process to monitor student learning, adjust instruction, and increase student achievement

Research Cited: The Leadership and Learning Center

Activity - Data Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	08/27/2012	05/17/2013	\$0	No Funding Required	Principal, Student Achievement Division

Activity - Data Team Effectiveness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	02/25/2013	05/17/2013	\$0	No Funding Required	Principal, Student Achievement Division

# Comprehensive District Improvement Plan

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Activity - Feedback	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.</p> <p>Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School</p>	Professional Learning	09/10/2012	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
Activity - Extraordinary Amounts of Non-Fiction Writing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.</p> <p>Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School</p>	Professional Learning	10/01/2012	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
Activity - 3 Modes of Writing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.</p> <p>Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School</p>	Professional Learning	01/07/2013	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
Activity - Effective Lesson Design and Instructional Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.</p> <p>Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School</p>	Professional Learning	01/14/2013	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
Activity - Text Complexity	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	10/22/2012	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
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Activity - Coaching to Proficiency	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	02/04/2013	05/31/2013	\$0	No Funding Required	Principal, Student Achievement Division

### Measurable Objective 2:

A 6% increase of Kindergarten, First, Second, Third, Fourth and Fifth grade students will demonstrate a proficiency in the mastery of standards in Mathematics by 05/31/2013 as measured by formative assessments, grade level college and career readiness measures, MAP and KPREP.

### Strategy 1:

Laser-like Focus on Academic Achievement - The district and school personnel will utilize the data team process to monitor student learning, adjust instruction and increase student achievement.

Research Cited: The Leadership and Learning Center

John Hattie

Activity - Effective Lesson Design and Instructional Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	01/14/2013	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division

Activity - Data Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## Comprehensive District Improvement Plan

Shelby County School District

Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	08/27/2012	05/17/2013	\$0	No Funding Required	Principal, Student Achievement Division
<b>Activity - Data Team Effectiveness</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>
Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	02/25/2013	05/17/2013	\$0	No Funding Required	Principal, Student Achievement Division
<b>Activity - Feedback</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>
Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	09/10/2012	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
<b>Activity - Extraordinary Amounts of Non-Fiction Writing</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>
Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	10/01/2012	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
<b>Activity - Mathematics Fluency</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>

## Comprehensive District Improvement Plan

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Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	01/21/2013	05/20/2013	\$0	No Funding Required	Principal, Student Achievement Division
<b>Activity - Coaching to Proficiency</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 see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.  Schools: Painted Stone Elementary, Simpsonville Elementary, Clear Creek Elementary, Wright Elementary, Southside Elementary School, Heritage Elementary School	Professional Learning	02/04/2013	05/31/2013	\$0	No Funding Required	Principal, Student Achievement Division

## Goal 11: Increase the averaged combined reading and math KPREP scores for high school students from 37% to 69% in 2017.

### Measurable Objective 1:

A 6% increase of Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in the mastery of standards in English Language Arts by 05/31/2013 as measured by KPREP.

### Strategy 1:

Core 80 - Provide professional learning opportunities to support implementation of strategies that will reflect shifts in the standards as demonstrated through student writing and common assessments.

Research Cited: The Secrets and Simple Truths of High-Performing School Cultures by Cathy Lassiter;

Leaders Make It Happen by Brian A. McNulty

<b>Activity - Best Practices</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>
Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.  Schools: Martha Layne Collins High School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	No Funding Required	Student Achievement Division, Principals

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Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.  Schools: Martha Layne Collins High School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	No Funding Required	Student Achievement Division, Principals

Activity - Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.  Schools: Martha Layne Collins High School, Shelby County High School	Academic Support Program	01/02/2013	08/07/2013	\$0	General Fund	Student Achievement Division, Principals

### Measurable Objective 2:

A 6% increase of Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in the mastery of standards in Mathematics by 05/31/2013 as measured by KPREP.

### Strategy 1:

Core 80 - Provide professional learning opportunities to support implementation of strategies that will reflect shifts in the standards as demonstrated through student writing and common assessments.

Research Cited: The Secrets and Simple Truths of High-Performing School Cultures by Cathy Lassiter and Leaders Make it Happen by B. McNulty

Activity - Best Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.  Schools: Martha Layne Collins High School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	No Funding Required	Student Achievement Division, Principals

Activity - Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.  Schools: Martha Layne Collins High School, Shelby County High School	Direct Instruction	08/08/2012	05/24/2013	\$0	No Funding Required	Student Achievement Division, Principals

Activity - Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Comprehensive District Improvement Plan**

Shelby County School District

Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.  Schools: Martha Layne Collins High School, Shelby County High School	Academic Support Program	01/02/2013	08/02/2013	\$0	General Fund	Student Achievement Division, Principals
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## 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
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$5000	Principals, Secondary Level Director
Proactive Discipline	Teachers will be trained in a school-wide proactive discipline program to result in higher academic achievement, fewer discipline problems, and increased engagement among teachers and parents while building students' self confidence and 21st century skills. (ie. CHAMPS, Leader in Me, etc)	Behavioral Support Program	06/03/2013	09/10/2013	\$0	Staff Developer, Student Achievement Division, Principals
<b>Total</b>					\$10000	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Implementation of ELA Shifts	Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.	Academic Support Program	09/12/2012	05/27/2013	\$0	Student Achievement Division, Principals

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Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Implementation of Math Shifts	Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.	Academic Support Program	09/12/2012	05/27/2013	\$0	Student Achievement Division, Principals
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Collaborative Scoring	All staffs will participate in collaborative scoring and analysis of common assessments.	Professional Learning	09/28/2012	07/31/2013	\$0	Principals and Assistant Principals
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals

# Comprehensive District Improvement Plan

Shelby County School District

Vertical Alignment	The District Assessment Coordinator will work with Instructional Coaches and Network Teachers to ensure full implementation of standards at each school and vertical alignment throughout the district.	Professional Learning	08/08/2012	07/31/2013	\$0	District Assessment Coordinator/Curriculum Coordinator
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Mentoring	Case managers will meet weekly with Educational Diagnostician Coaches to review "eliminate failure" plans for students.	Academic Support Program	07/29/2013	10/30/2013	\$0	Support Services, Educational Diagnostician Coaches
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division

## Comprehensive District Improvement Plan

Shelby County School District

Best practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Instructional Coaches and Student Achievement Division
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Core 80	The Chief Academic Officer, Level Directors and Curriculum Coordinator will facilitate the standards work plan throughout the school year and analyze K-PREP data for instructional congruency as measured by 80% of students reaching proficiency.	Professional Learning	09/27/2012	07/31/2013	\$0	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					\$0	

### District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, High School Principals

## Comprehensive District Improvement Plan

Shelby County School District

AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	08/02/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Summer Academy	Summer intervention will be provided for any 1st, 3rd, 5th, middle school, or 9th grader working below grade level in Math based on MAP, KPREP, and EPAS assessments.	Academic Support Program	01/02/2013	08/02/2013	\$25000	Chief Academic Officer, Student Achievement Directors, Principals
<b>Total</b>					<b>\$45000</b>	

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Differentiation	Provide training for elementary and middle school teachers in differentiation.	Professional Learning	05/17/2013	12/13/2013	\$25000	Staff Developer and Chief Academic Officer
Professional Learning in ELA Shifts	Administrator and teacher training in differentiating, scaffolding and teaching to mastery the three key shifts of building knowledge through content-rich nonfiction, close reading of complex texts and text-based answers with a focus on academic language in complex text.	Academic Support Program	02/28/2013	08/30/2013	\$1400	Special Education Director, Staff Developer, ELA network and pool teachers
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/07/2013	\$0	Student Achievement Division, Principals
AP Reader Training	Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals

## Comprehensive District Improvement Plan

Shelby County School District

Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	05/24/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Student Achievement Division
Standards Work	Instructional coaches and district staff will support standards work by providing professional development as needed in CIITS and BYOC.	Professional Learning	06/11/2012	07/31/2013	\$0	Chief Academic Officer, Student Achievement Directors, Curriculum Coordinator, and Staff Developer
Parent Academy	Develop and promote a parent academy that educates parents on the SCPS Steps to College Readiness	Parent Involvement	08/08/2012	06/30/2013	\$0	Chief Academic Officer, Principals, Chief Information Officer
Lab Classrooms	Provide instructional coaching for the purpose of establishing at least 2 lab classrooms in each building for internal visits during the 12-13 school year and increase to 3 lab classrooms in each building for external visits during the 13-14 school year.	Professional Learning	08/08/2012	04/26/2013	\$48000	Staff Developer and Instructional Coaches
Facilitators' Training	Provide Instructional Coaches and the Staff Developer with additional training to support development of lab classrooms (Facilitators' Training, Adaptive Schools Training).	Professional Learning	09/24/2012	12/03/2012	\$16000	Chief Academic Officer and Staff Developer
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	08/02/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals

# Comprehensive District Improvement Plan

Shelby County School District

Mastery of Standards	Develop classroom instructional activities in build your on curriculum to lead toward mastery of standards.	Direct Instruction	06/11/2012	07/31/2013	\$36000	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator
Professional Learning in Math Shifts	Administrator and teacher training in differentiation, scaffolding, and teaching to mastery the common core shifts in math; focusing on the three key shifts of focus, coherence, and rigor. Teachers will uphold rigor of students' conceptual understanding, procedural skills and fluency as well as application of grade level expectations in the Common Core Standards.	Academic Support Program	02/28/2013	08/30/2013	\$1400	Special Education Director, Staff Developer, ELA network and pool teachers
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Reader Training	Provide training on criteria needed to score a 3 or better (qualifying) on the AP exam. Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/02/2013	\$0	Student Achievement Division, Principals
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Differentiation	Provide staff with appropriate training/strategies to accelerate learning.	Professional Learning	01/02/2013	12/13/2013	\$0	Staff Developer
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Instructional Network	Network teachers working with OVEC will continue to receive training on standards and share both Math and English Language Arts work within their buildings. Science will be added during as they are released.	Professional Learning	08/08/2012	07/31/2013	\$8000	Curriculum Coordinator and Staff Developer



# Comprehensive District Improvement Plan

Shelby County School District

Parent Academy	Develop and promote a parent academy that educates parents on the SCPS Steps College Readiness.	Parent Involvement	01/02/2013	08/02/2013	\$0	Chief Academic Officer, Student Achievement Directors, Principals
Time and Focus Reports	Each school will report a Time and Focus Report to the Board that shares how much instructional time students who are behind actually get.	Other	08/13/2013	05/16/2014	\$0	Chief Academic Officer, Principals
New Teacher Induction	Host a 4 day New Teacher Induction: Day 1- Overview of District, Classroom Management, Standards Work, Day 2 - Technology (half day w/3 one hour follow-up sessions, Day 3 and 4 - Instructional Norms/Introduction to Thinking Strategies.	Professional Learning	07/20/2012	06/28/2013	\$6000	Staff Developer
<b>Total</b>					<b>\$166800</b>	

## Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Academy	Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.	Academic Support Program	06/03/2013	06/10/2013	\$1500	Chief Academic Officer, Level Directors, and Principals
Summer Reading Academy	Summer Reading Academies will be provided for any 1st, 3rd, 5th, 6th, 7th, and 9th graders reading below grade level.	Academic Support Program	06/10/2013	07/31/2013	\$50000	Chief Academic Officer, Student Achievement Directors, and Principals
Parent Academy	Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.	Parent Involvement	01/02/2013	08/02/2013	\$1500	Chief Academic Officer, Student Achievement Directors, Principals
<b>Total</b>					<b>\$53000</b>	

## Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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## Comprehensive District Improvement Plan

Shelby County School District

New Teacher Induction	Host a 4 day New Teacher Induction: Day 1- Overview of District, Classroom Management, Standards Work, Day 2 - Technology (half day w/3 one hour follow-up sessions, Day 3 and 4 - Instructional Norms/Introduction to Thinking Strategies.	Professional Learning	07/20/2012	06/28/2013	\$12000	Staff Developer
Teacher Training on 21st Century Learning Skills	Offer various professional learning opportunities to all seasoned staff throughout the school year (eight one-hour sessions offered throughout year for up to 30 participants per session). The same offerings will be available to individual schools to meet their professional learning needs.	Professional Learning	07/17/2013	06/11/2014	\$6000	Staff Developer, Chief Information Officer, and Building Principal-when sessions are offered during regular school-wide staff meetings
<b>Total</b>					<b>\$18000</b>	

### State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
New Teacher 4 Year Professional Learning Plan	Offer 3-4 hours of continued professional learning opportunities to new teachers throughout each school year for their first four years in Shelby County. Professional learning choices that meet the district vision will be offered to new teachers as they choose which trainings support their professional growth plans. I.e. Year One: Lesson plan design, cooperative learning structures, standards, and instructional technology	Professional Learning	01/07/2013	05/24/2013	\$1500	Staff Developer, Student Achievement Division
Individualized Instruction	Any student behind in class or who earns a failing grade will be assigned to after school tutoring, fall/winter/spring school help sessions and/or summer school using teacher-assigned writing, Compass Learning modules, etc.	Academic Support Program	09/03/2012	08/01/2013	\$16000	Student Achievement Division, Principals
<b>Total</b>					<b>\$17500</b>	

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Standards Work	Instructional coaches and district staff will support standards work by providing professional development as needed in CIITS and BYOC.	Professional Learning	06/11/2012	07/31/2013	\$0	Chief Academic Officer, Student Achievement Directors, Curriculum Coordinator, and Staff Developer
Core 80	The Chief Academic Officer, Level Directors and Curriculum Coordinator will facilitate the standards work plan throughout the school year and analyze K-PREP data for instructional congruency as measured by 80% of students reaching proficiency.	Professional Learning	09/27/2012	07/31/2013	\$0	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator
Vertical Alignment	The District Assessment Coordinator will work with Instructional Coaches and Network Teachers to ensure full implementation of standards at each school and vertical alignment throughout the district.	Professional Learning	08/08/2012	07/31/2013	\$0	District Assessment Coordinator/Curriculum Coordinator
Instructional Network	Network teachers working with OVEC will continue to receive training on standards and share both Math and English Language Arts work within their buildings. Science will be added during as they are released.	Professional Learning	08/08/2012	07/31/2013	\$8000	Curriculum Coordinator and Staff Developer
New Teacher Induction	Host a 4 day New Teacher Induction: Day 1- Overview of District, Classroom Management, Standards Work, Day 2 - Technology (half day w/3 one hour follow-up sessions, Day 3 and 4 - Instructional Norms/Introduction to Thinking Strategies.	Professional Learning	07/20/2012	06/28/2013	\$18000	Staff Developer
Lab Classrooms	Provide instructional coaching for the purpose of establishing at least 2 lab classrooms in each building for internal visits during the 12-13 school year and increase to 3 lab classrooms in each building for external visits during the 13-14 school year.	Professional Learning	08/08/2012	04/26/2013	\$48000	Staff Developer and Instructional Coaches

# Comprehensive District Improvement Plan

Shelby County School District

Facilitators' Training	Provide Instructional Coaches and the Staff Developer with additional training to support development of lab classrooms (Facilitators' Training, Adaptive Schools Training).	Professional Learning	09/24/2012	12/03/2012	\$16000	Chief Academic Officer and Staff Developer
Mastery of Standards	Develop classroom instructional activities in build your on curriculum to lead toward mastery of standards.	Direct Instruction	06/11/2012	07/31/2013	\$36000	Chief Academic Officer, Student Achievement Directors, and Curriculum Coordinator
Collaborative Scoring	All staffs will participate in collaborative scoring and analysis of common assessments.	Professional Learning	09/28/2012	07/31/2013	\$0	Principals and Assistant Principals
Parent Academy	Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.	Academic Support Program	06/03/2013	06/10/2013	\$1500	Chief Academic Officer, Level Directors, and Principals
Summer Reading Academy	Summer Reading Academies will be provided for any 1st, 3rd, 5th, 6th, 7th, and 9th graders reading below grade level.	Academic Support Program	06/10/2013	07/31/2013	\$50000	Chief Academic Officer, Student Achievement Directors, and Principals
Parent Academy	Develop and promote a parent academy that educates parents on the SCPS Steps to College Readiness	Parent Involvement	08/08/2012	06/30/2013	\$0	Chief Acadmic Officer, Principals, Chief Information Officer
Mentoring	Case managers will meet weekly with Educational Diagnostician Coaches to review "eliminate failure" plans for students.	Academic Support Program	07/29/2013	10/30/2013	\$0	Support Services, Educational Diagnostician Coaches
Professional Learning in ELA Shifts	Administrator and teacher training in differentiating, scaffolding and teaching to mastery the three key shifts of building knowledge through content-rich nonfiction, close reading of complex texts and text-based answers with a focus on academic language in complex text.	Academic Support Program	02/28/2013	08/30/2013	\$1400	Special Education Director, Staff Developer, ELA network and pool teachers

# Comprehensive District Improvement Plan

Shelby County School District

Teacher Training on 21st Century Learning Skills	Offer various professional learning opportunities to all seasoned staff throughout the school year (eight one-hour sessions offered throughout year for up to 30 participants per session). The same offerings will be available to individual schools to meet their professional learning needs.	Professional Learning	07/17/2013	06/11/2014	\$6000	Staff Developer, Chief Information Officer, and Building Principal-when sessions are offered during regular school-wide staff meetings
Differentiation	Provide training for elementary and middle school teachers in differentiation.	Professional Learning	05/17/2013	12/13/2013	\$25000	Staff Developer and Chief Academic Officer
New Teacher 4 Year Professional Learning Plan	Offer 3-4 hours of continued professional learning opportunities to new teachers throughout each school year for their first four years in Shelby County. Professional learning choices that meet the district vision will be offered to new teachers as they choose which trainings support their professional growth plans. I.e. Year One: Lesson plan design, cooperative learning structures, standards, and instructional technology	Professional Learning	01/07/2013	05/24/2013	\$1500	Staff Developer, Student Achievement Division
Summer Academy	Summer intervention will be provided for any 1st, 3rd, 5th, middle school, or 9th grader working below grade level in Math based on MAP, KPREP, and EPAS assessments.	Academic Support Program	01/02/2013	08/02/2013	\$25000	Chief Academic Officer, Student Achievement Directors, Principals
Parent Academy	Two parent nights will be held for summer school to provide parents with additional strategies to support their students at home.	Parent Involvement	01/02/2013	08/02/2013	\$1500	Chief Academic Officer, Student Achievement Directors, Principals
Parent Academy	Develop and promote a parent academy that educates parents on the SCPS Steps College Readiness.	Parent Involvement	01/02/2013	08/02/2013	\$0	Chief Academic Officer, Student Achievement Directors, Principals

# Comprehensive District Improvement Plan

Shelby County School District

Time and Focus Reports	Each school will report a Time and Focus Report to the Board that shares how much instructional time students who are behind actually get.	Other	08/13/2013	05/16/2014	\$0	Chief Academic Officer, Principals
Differentiation	Provide staff with appropriate training/strategies to accelerate learning.	Professional Learning	01/02/2013	12/13/2013	\$0	Staff Developer
Professional Learning in Math Shifts	Administrator and teacher training in differentiation, scaffolding, and teaching to mastery the common core shifts in math; focusing on the three key shifts of focus, coherence, and rigor. Teachers will uphold rigor of students' conceptual understanding, procedural skills and fluency as well as application of grade level expectations in the Common Core Standards.	Academic Support Program	02/28/2013	08/30/2013	\$1400	Special Education Director, Staff Developer, ELA network and pool teachers
Implementation of ELA Shifts	Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.	Academic Support Program	09/12/2012	05/27/2013	\$0	Student Achievement Division, Principals
Implementation of Math Shifts	Teachers will analyze the data for students' response to the common core shifts and use the data to inform instructional practices through the data team process. This includes analysis of students that are far from proficiency, close to proficiency, exceeding proficiency, etc. This data will be analyzed for patterns amongst various groups of students as well and also used to determine impact of differentiation and scaffolding of the shifts.	Academic Support Program	09/12/2012	05/27/2013	\$0	Student Achievement Division, Principals
Proactive Discipline	Teachers will be trained in a school-wide proactive discipline program to result in higher academic achievement, fewer discipline problems, and increased engagement among teachers and parents while building students' self confidence and 21st century skills. (ie. CHAMPS, Leader in Me, etc)	Behavioral Support Program	06/03/2013	09/10/2013	\$0	Staff Developer, Student Achievement Division, Principals
<b>Total</b>					<b>\$239300</b>	

## Wright Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division

# Comprehensive District Improvement Plan

Shelby County School District

Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division

## Comprehensive District Improvement Plan

Shelby County School District

Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					\$0	

### Southside Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division



## Comprehensive District Improvement Plan

Shelby County School District

3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division

## Comprehensive District Improvement Plan

Shelby County School District

Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					\$0	

### Simpsonville Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division

# Comprehensive District Improvement Plan

Shelby County School District

Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					<b>\$0</b>	

**Comprehensive District Improvement Plan**

Shelby County School District

**Shelby County West Middle School**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
Best practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Instructional Coaches and Student Achievement Division
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	08/02/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Student Achievement Division
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	08/02/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	05/24/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals

## Comprehensive District Improvement Plan

Shelby County School District

AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
<b>Total</b>					<b>\$20000</b>	

### Shelby County High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
Best practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Instructional Coaches and Student Achievement Division
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, High School Principals
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	08/02/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals

## Comprehensive District Improvement Plan

Shelby County School District

Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Student Achievement Division
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	08/02/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	05/24/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Individualized Instruction	Any student behind in class or who earns a failing grade will be assigned to after school tutoring, fall/winter/spring school help sessions and/or summer school using teacher-assigned writing, Compass Learning modules, etc.	Academic Support Program	09/03/2012	08/01/2013	\$16000	Student Achievement Division, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/07/2013	\$0	Student Achievement Division, Principals

## Comprehensive District Improvement Plan

Shelby County School District

Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/02/2013	\$0	Student Achievement Division, Principals
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$5000	Principals, Secondary Level Director
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
AP Reader Training	Provide training on criteria needed to score a 3 or better (qualifying) on the AP exam. Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals
AP Reader Training	Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals
<b>Total</b>					<b>\$71000</b>	

### Shelby County East Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
Best practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Instructional Coaches and Student Achievement Division

## Comprehensive District Improvement Plan

Shelby County School District

AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	08/02/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Student Achievement Division
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	08/02/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	05/24/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
<b>Total</b>					<b>\$20000</b>	

### Shelby Co Education Center Cropper

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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## Comprehensive District Improvement Plan

Shelby County School District

Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
<b>Total</b>					<b>\$0</b>	

### Painted Stone Elementary

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division

## Comprehensive District Improvement Plan

Shelby County School District

Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					<b>\$0</b>	

### Martha Layne Collins High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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# Comprehensive District Improvement Plan

Shelby County School District

Procedural Data Review	PASS teachers will meet with Educational Diagnostician Coaches to review discipline data and to determine appropriate strategies for different student behaviors.	Behavioral Support Program	02/28/2013	01/30/2014	\$0	Support Services and Educational Diagnostician Coach
Best practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Instructional Coaches and Student Achievement Division
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, High School Principals
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	08/02/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Curriculum Coordinator, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Principals, Student Achievement Division
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	08/02/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals

# Comprehensive District Improvement Plan

Shelby County School District

Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	08/08/2012	05/24/2013	\$0	Chief Academic Officer, Student Achievement Division, Principals
Individualized Instruction	Any student behind in class or who earns a failing grade will be assigned to after school tutoring, fall/winter/spring school help sessions and/or summer school using teacher-assigned writing, Compass Learning modules, etc.	Academic Support Program	09/03/2012	08/01/2013	\$16000	Student Achievement Division, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Best Practices	Ensure that teachers implement the curriculum using best practices for instruction and assessment; utilize instructional resources aligned to KCAS; focus on power standards taught to mastery.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Instructional Planning	Use CIITS/BYOC for instructional planning, creating and sharing of instructional resources and lesson design and analysis of data and reporting.	Direct Instruction	08/08/2012	05/24/2013	\$0	Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/07/2013	\$0	Student Achievement Division, Principals
Intervention	Provide intervention for all students below grade level to ensure time = growth and identify areas of professional learning needed for teachers based on analysis of student data.	Academic Support Program	01/02/2013	08/02/2013	\$0	Student Achievement Division, Principals
AP Tutoring Sessions	Provide both Saturday and after school tutoring for students in AP courses.	Academic Support Program	08/08/2012	05/24/2013	\$5000	Principals, Secondary Level Director
AP Institutes	Provide both initial and follow up training for all AP teachers as needed. Including vertical training as appropriate.	Professional Learning	01/02/2013	12/13/2013	\$5000	Principals, Secondary Level Director
AP Support	Provide middle school teachers with either Laying the Foundation or Pre AP Seminars.	Professional Learning	01/02/2013	12/13/2013	\$10000	Chief Academic Officer, Secondary Level Director, Principals

## Comprehensive District Improvement Plan

Shelby County School District

AP Reader Training	Provide training on criteria needed to score a 3 or better (qualifying) on the AP exam. Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals
AP Reader Training	Through analysis of actual assessments teachers will be able to adjust instruction to meet student needs.	Professional Learning	01/02/2013	12/13/2013	\$5000	Chief Academic Officer, Secondary Level Director, Principals
<b>Total</b>					<b>\$71000</b>	

### Heritage Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division

# Comprehensive District Improvement Plan

Shelby County School District

Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
Coaching to Proficiency	Students will see models of proficient work and self assess according to proficient scoring criteria. Students will receive specific feedback while working on less than proficient written demonstrations of mastery. Students will have opportunity to revise written work to reach a demonstration of proficiency/mastery.	Professional Learning	02/04/2013	05/31/2013	\$0	Principal, Student Achievement Division
<b>Total</b>					<b>\$0</b>	

**Comprehensive District Improvement Plan**

Shelby County School District

**Clear Creek Elementary**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness of their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division
Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
3 Modes of Writing	Teachers will participate in professional learning opportunities on the 3 Modes of Writing: Narrative, Informative/Explanatory, and Opinion/Argument to support the mastery of common core standards. Students will demonstrate learning in the 3 modes of writing.	Professional Learning	01/07/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Effective Lesson Design and Instructional Implementation	Teachers will participate in professional learning opportunities to plan and implement effective daily instruction which includes a learning target congruent to standards, delivery of content, guided student practice, feedback, independent student practice, reflection, and/or a demonstration of learning by each student.	Professional Learning	01/14/2013	05/20/2013	\$0	Principal, Student Achievement Division
Data Teams	Teachers will analyze common formative assessment results and meet on a weekly basis, in grade level teams, to discuss the results. An instructional plan will be developed by the grade level team to meet the needs of individual learners.	Professional Learning	08/27/2012	05/17/2013	\$0	Principal, Student Achievement Division
Data Team Effectiveness	Data Teams will utilize the Leadership and Learning Rubrics to measure the level of implementation and effectiveness for their grade level data team process.	Professional Learning	02/25/2013	05/17/2013	\$0	Principal, Student Achievement Division

# Comprehensive District Improvement Plan

Shelby County School District

Feedback	Teachers will provide timely, descriptive and meaningful feedback to students to help the student determine where they are going academically, how they are going to get there, and what academic step is needed next.	Professional Learning	09/10/2012	05/20/2013	\$0	Principal, Student Achievement Division
Extraordinary Amounts of Non-Fiction Writing	Teachers will provide extraordinary amounts of non-fiction writing opportunities for students on a daily basis. Students will write to learn, write to demonstrate their level of mastery, and write to reflect on their learning each day.	Professional Learning	10/01/2012	05/20/2013	\$0	Principal, Student Achievement Division
Mathematics Fluency	Teachers will develop and implement a mathematics fluency plan which is congruent to the fluency requirements in the common core standards. Students will improve in mathematics fluency to perform calculations and solve problems quickly and accurately.	Professional Learning	01/21/2013	05/20/2013	\$0	Principal, Student Achievement Division
Text Complexity	Teachers will choose text, used for instruction, based on the three components of text complexity: student considerations, qualitative measures, and quantitative measures. The text will also support the common core standards and core literacy instruction.	Professional Learning	10/22/2012	05/20/2013	\$0	Principal, Student Achievement Division
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<b>Total</b>					<b>\$0</b>	