# **Comprehensive Improvement Plan for Schools**

#### **Rationale**

School improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

## Operational definitions of each area within the plan

Goal: Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

**Objective**: Short-term target to be attained by the end of the current school year.

**Strategy**: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the district will focus its efforts upon in order to reach its goals/objectives.

**Activity**: The actionable steps used to deploy the chosen strategy.

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

**Measure of Success**: the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

**Progress Monitoring**: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

## **Guidelines for Building an Improvement Plan**

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals: For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness. For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

### 1: Proficiency Goal

Goal 1: Students will demonstrate mastery of Reading and Math standards resulting in Reading and Math Proficiency being in top quartile according to state accountability measures.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)* 

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

Which **Activities** will the district deploy based on the strategy or strategies chosen? (The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.

- KCWP1: Design and Deploy Standards Classroom Activities
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- KCWP6: Establishing Learning Culture and Environment Classroom Activities

In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date &	Funding
				Notes	
Objective 1: The	<b>Curriculum</b> (KCWP 1, 3)	The alignment among ELA	Teachers'		
percentage of students	Monitoring systems are in	standards, learning targets, and	instructional units	MLCHS 30-60-90 Day Plan	-0-
scoring proficient or	place to ensure the	assessment measures will be	will show alignment		
distinguished in Reading	curriculum is taught at a	monitored.	among standards,		
will increase from 42.6%	high level and with	(Administrators and	learning targets, and		
to 45%.	fidelity.	Instructional Coaches)	assessment		
			measures.		
			Observations and		
			PLC/Data Team		
			discussions will		
			show alignment.		
		Teachers will structure	Teachers will use		
		standards-based instruction	SCPS ELA	MLCHS 30-60-90 Day Plan	-0-
		using the SCPS ELA curriculum	curriculum to plan		
		that will build students'	all instructional		
		assessment literacy.	units and daily		
		(Instructional Coaches)	lesson plans in a		
			sequence that builds		
			students'		

			understanding of		
			state assessments.		
	Literacy Plan (KCWP 2,	Learning walks will be	Teachers will use		
	5)	conducted to provide feedback	best practices in	MLCHS 30-60-90 Day Plan	-0-
	Students' literacy learning	to teachers regarding the	reading instruction		
	is monitored before,	implementation of the district	and assessment to		
	during, and after	Literacy Plan.	increase reading		
	instruction	(Administrators and	proficiency.		
		Instructional Coaches)			
		Professional development (both	All teachers will		
		embedded and stand alone) will	receive professional	MLCHS 30-60-90 Day Plan	\$500
		be provided to teachers based	development based		SBDM funds
		upon data collected in learning	upon identified		
		walks.	needs.		
		(Instructional Coaches)			
	Workshop (KCWP 2)	Student-centered coaching in	Instructional		
	Workshop is the	ELA classrooms based upon	Coaches' schedules	MLCHS 30-60-90 Day Plan	-0-
	instructional delivery	individual teacher and student	will reflect time and		
	model in all literacy	needs	focus with teachers		
	classrooms.	(Instructional Coaches)	for planning and		
			coaching.		
	Data Team (KCWP 4, 5)	Feedback and coaching will be	All PLC/Data		
	Systems are in place to	provided to ELA teachers on	Teams will function	MLCHS 30-60-90 Day Plan	-0-
	ensure that student data is	school PLC/Data Team	at a high level.		
	collected, analyzed, and	processes in the analysis of			
	being used to drive	student work in reading and	Analyzed data will		
	classroom instruction.	writing.	show an increase in		
		(Instructional Coaches)	student proficiency.		
Objective 2: The	Curriculum (KCWP 1, 3)	The alignment among math	Teachers will use		
percentage of students	Monitoring systems are in	standards, learning targets, and	SCPS Math	MLCHS 30-60-90 Day Plan	-0-
scoring proficient or	place to ensure the	assessment measures will be	curriculum to plan		
distinguished in Math will	curriculum is taught at a	monitored.	all instructional		
increase from 27.3% to	high level and with	(Administrators and	units and daily		
30%.	fidelity.	Instructional Coaches)	lesson plans.		
			Observations and		
			PLC/Data Team		
			FLC/Data Team		

		discussions will show alignment.		
	Teachers will structure	Teachers will use		
	standards-based instruction	SCPS math	MLCHS 30-60-90 Day Plan	-0-
	using the SCPS math curriculum	curriculum to plan	,	
	that will build students'	all instructional		
	assessment literacy.	units and daily		
	(Instructional Coach)	lesson plans in a		
		sequence that builds		
		students'		
		understanding of		
		state assessments.		
Math Plan (KCWP 2,5)	Learning walks will be	Teachers will use		
Students' mathematical	conducted to provide feedback	best practices in	MLCHS 30-60-90 Day Plan	-0-
learning is monitored	to teachers regarding the	mathematical		
before, during, and after	implementation of the district	instruction and		
instruction.	Math Plan.	assessment to		
	(Administrators and	increase math		
	Instructional Coaches)	proficiency.		
	Professional development (both	All teachers will		
	embedded and stand alone) will	receive professional	MLCHS 30-60-90 Day Plan	\$500
	be provided to teachers based	development based		SBDM funds
	upon data collected in learning	upon identified		
	walks.	needs.		
TT I I (TOTTE A)	(Instructional Coaches)	T		
Workshop (KCWP 2)	Student-centered coaching in	Instructional	MI CHIC 20 CO OO D	
Workshop is the	math classrooms based upon	Coaches' schedules	MLCHS 30-60-90 Day Plan	-0-
instructional delivery	individual teacher and student	will reflect time and		
model in all literacy	needs	focus with teachers		
classrooms.	(Instructional Coaches)	for planning and		
Data Team (VCWD 4 5)	Foodbook and accabing will be	coaching.		
Data Team (KCWP 4, 5)	Feedback and coaching will be	All PLC/Data	MI CHS 20 60 00 Doy Plan	0
Systems are in place to ensure that student data is	provided to ELA teachers on	Teams will function	MLCHS 30-60-90 Day Plan	-0-
	school PLC/Data Team	at a high level.		
collected, analyzed, and	processes in the analysis of	Analyzad data will		
being used to drive classroom instruction.	student work in reading and	Analyzed data will show an increase in		
Classiconi instruction.	writing.			
	(Instructional Coaches)	student proficiency.		

## 2: Separate Academic Indicator

Goal 2: Students will demonstrate mastery of Science and Writing standards resulting in Separate Academic Indicator (Science and Writing) being in top quartile according to state accountability measures.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)* 

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

Which **Activities** will the district deploy based on the strategy or strategies chosen? (The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.

- KCWP1: Design and Deploy Standards Classroom Activities
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In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	<b>Progress Monitoring Date &amp; Notes</b>	Funding
Objective 1: The percentage of students scoring proficient or distinguished in Science will increase from 21.2% to 30%.	Curriculum (KCWP 1) Science curriculum is valid - aligned to state/essential standards and components that support the instruction and assessment, paced with accuracy.	Learning walks will be conducted to provide feedback to teachers regarding the implementation of the district Science curriculum. (Administrators and Instructional Coaches)  Professional development (both embedded and stand alone) will be provided to teachers based upon data collected in learning walks. (Instructional Coaches)  Teachers will structure standards-based instruction using the SCPS Science curriculum that will build students' assessment literacy. (Instructional Coach)	Teachers will use best practices in science instruction and assessment to increase science proficiency.  All teachers will receive professional development based upon identified needs.  Teachers will use SCPS science curriculum to plan all instructional units and daily lesson plans in a sequence that builds students' understanding of state assessments.	MLCHS 30-60-90 Day Plan	\$500 SBDM funds
	Mastery Scales (KCWP 2)				

	Use mastery scales to evaluate achievement as related to learning targets and standards	Teachers will use Mastery Scales to design performance tasks. (Administrators and Instructional Coaches)	All Science teachers will deepen their understanding of Science Mastery Scales.	MLCHS 30-60-90 Day Plan	-0-
	PLC/Data Teams (KCWP 4) Systems are in place to ensure that student data is collected, analyzed, and being used to drive classroom instruction.	Feedback and coaching will be provided to Science teachers on school PLC/Data Team processes in the analysis of student work in Science.  (Instructional Coaches)	All PLC/Data Teams will function at a high level. Analyzed data will show an increase in student proficiency.	MLCHS 30-60-90 Day Plan	-0-
	Content Knowledge (KCWP 2) Teachers are knowledgeable about scientific content, and strategies are implemented in science classrooms to measure their effectiveness on student achievement.	Professional development (both embedded and stand alone) will be provided to teachers based upon data collected in learning walks. (Instructional Coaches)	All teachers will receive professional development based upon identified needs.	MLCHS 30-60-90 Day Plan	\$500 SBDM funds
Objective 2: The percentage of students scoring proficient or distinguished in Writing will increase from 43.1% to 45%	Curriculum (KCWP 1) Monitoring systems are in place to ensure the curriculum is taught at a high level of fidelity.	Teachers will engage in purposeful planning using the SCPS ELA curriculum.  (Instructional Coaches)	Teachers' instructional units will show alignment among standards, learning targets, and assessment measures.	MLCHS 30-60-90 Day Plan	-0-
		Teachers in English 3 (grade 11) use the On-Demand Writing Unit in the SCPS Curriculum for planning and instruction.  (Administrators and Instructional Coaches)	All students will experience instruction in the "test-writing genre."	MLCHS 30-60-90 Day Plan	-0-
	Literacy Plan (KCWP 2, 5) Literacy learning is monitored before, during, and after instruction.	Learning walks will be conducted to provide feedback to teachers regarding the implementation of the components of the district Literacy Plan.  (Administrators and Instructional Coaches)	Teachers will use best practices in writing instruction and assessment to increase writing proficiency.	MLCHS 30-60-90 Day Plan	-0-

	Professional development (both embedded and stand alone) will be provided to teachers based upon data collected in learning walks. ( <i>Instructional Coaches</i> )	All teachers will receive professional development based upon identified needs.	MLCHS 30-60-90 Day Plan	\$500 SBDM funds
	Teachers will plan for students to complete extraordinary amounts of non-fiction writing (i.e. writing to learn, writing to demonstrate learning, and writing for assessment) in all content areas. (Administrators and Instructional Coaches)	Teachers in all content areas will integrate writing into daily lessons.	MLCHS 30-60-90 Day Plan	-0-
PLC/Data Teams (KCWP 4) Systems are in place to ensure that student data is collected, analyzed, and being used to drive classroom instruction.	Feedback and coaching will be provided to ELA teachers on school PLC/Data Team processes in the analysis of student work in writing. (Instructional Coaches)	All PLC/Data Teams will function at a high level.  Analyzed data will	MLCHS 30-60-90 Day Plan	-0-
		show an increase in student proficiency.		

#### **3: Gap**

Goal 3: All identified gap groups will score above the state average according to all state accountability measures. Students in the "EL+monitored" group will score above the state cut scores in all accountable areas.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)* 

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	<b>Progress Monitoring Date &amp; Notes</b>	Funding
<b>Objective 1:</b> The percentage	Culturally Responsive	EL Certified and Classified Staff	Monthly trainings for		\$3,000
of "EL+ monitored" students	Teaching (KCWP 2, 5)	will be trained in teaching strategies	certified and classified	MLCHS 30-60-90 Day Plan	Substitute Teachers
scoring proficient or	School leadership will ensure	for EL students.	EL staff.		(Title III)
distinguished will increase in	that classroom instruction is	EL staff will train all certified	Monthly training for		\$5000
Reading from 5% to 9.3%, in	culturally responsive to	teachers on EL instructional	all school certified	MLCHS 30-60-90 Day Plan	(General Fund)
Math from 0% to 4.5%, in	student needs.	strategies and use of language	staff during Tuesday		
Science from 0% to 4.5%,		objectives.	afternoon learning		
and in Writing from 5.3% to			sessions.		
9.6%.		EL staff will survey students and	All EL families will		
		parents to identify needs to increase	complete survey	MLCHS 30-60-90 Day Plan	-0-
		academic and language proficiency.	(district level).		
		ESL certified teacher will be used to	Student schedules to		
		provide embedded English	show embedded	MLCHS 30-60-90 Day Plan	-0-
		Language Proficiency instruction to	language proficiency		
		all EL students based upon	support		
		identified needs (Tiered approach)			
	Learning Targets and	All classroom teachers will be	Evidence of Language		
	Success Criteria (KCWP 1)	trained on and use language	objectives used all		
	Teachers create clear and	objectives including reading,	classrooms through	MLCHS 30-60-90 Day Plan	-0-
	precise learning targets and	writing, speaking or listening skills.	observations/		
			learning walks.		

	students co-create success criteria.	The objectives will include sentence frames and visual clues. ( <i>Administrators</i> )			
	Design and Deliver Instruction (KCWP 2) Teachers design lessons with students' cultural, social, and developmental needs in mind.	EL staff will provide support to teachers to plan instruction with the instructional needs of EL students in mind.	Monthly support provided through PLC/Data Teams and embedded PD structures.	MLCHS 30-60-90 Day Plan	-0-
	Progress Monitoring (KCWP 4) Analyze language proficiency formative data in order to identify priorities and implement actionable steps that impact instruction/student learning	District EL Consulting Teacher and EL Ceritified Teachers will administer LAS Links to students in the mid-proficiency ACCESS levels to inform next steps in the speaking domain.	All ELL students will have monthly progress monitoring.  Students will meet the 4.5 benchmark in the speaking domain of ACCESS.	MLCHS 30-60-90 Day Plan	\$4,000 (Title III) district funds
		EL classified staff will monitor and assess EL students' ongoing progress toward English Language Proficiency attainment and adjust support based upon students' needs.	Ongoing progress monitoring documentation	MLCHS 30-60-90 Day Plan	-0-
	Adaptive Learning Systems (KCWP 5) Programs are implemented and measured for effectiveness on student achievement.	Students will use Reading Plus and/or Power Up! to increase literacy with all EL students according to SCPS definition of fidelity.  (Administrators and Counselors)	System report shows appropriate use and growth by identified EL students.	MLCHS 30-60-90 Day Plan	\$38,474 Reading Plus (General Fund) district funds
		Students will use <i>Dreambox</i> to increase mathematical skills with all EL students according to SCPS definition of fidelity.  (Administrators and Counselors)	System report shows appropriate use and growth by identified EL students.	MLCHS 30-60-90 Day Plan	\$56,000.00 Dreambox (General Fund) district funds
Objective 2: The percentage of "Students with Disability (IEP): scoring proficient or distinguished will increase in	Co-teaching (KCWP 2, 5) Systems of collaboration are in place to meet the educational needs of all students and achieve	All teachers will be provided professional development on best practices in co-teaching by the district. School administrators will	Completed implementation plan	MLCHS 30-60-90 Day Plan	-0-

Reading from 12.5% to 16.5%, in Math from 4.2% to 8.6%, in Science from 3.8%	improved results for students with disabilities.	be trained in providing meaningful feedback to co-teaching staff. (Administrators)	Implemented PD/trainings		
to 8.2%, and in Writing from 7.7% to 11.9%.	Novice Reduction (KCWP 2, 3, 5) Monitoring systems are in place to ensure implementation of evidence-	ECE Teachers will receive professional learning at ECE DPLCs in Basic Reading and Writing Strategies for Assessment Capable Learners and Use of Graphic	Walkthrough Data with 100% implementation of activities in resource and co-teaching classrooms	MLCHS 30-60-90 Day Plan	-0-
	based strategies.	Organizers  District Director of Exceptional Children and ECS Team will survey students regarding proficiency with using their accommodations and compile data to inform teacher and student training.	Training implementation plan tied to survey results	MLCHS 30-60-90 Day Plan	-0-
	Adaptive Learning Systems (KCWP 5) Programs are implemented and measured for effectiveness on student achievement.	Students will use Reading Plus and/or Power Up! to increase literacy with ECE students based upon need and according to SCPS definition of fidelity.  (Administrators and ECE Facilitator)	System report shows appropriate use and growth by identified ECE students.	MLCHS 30-60-90 Day Plan	\$38,474 Reading Plus (General Fund) district funds
		Students will use <i>Dreambox</i> to increase mathematical skills with ECE students based upon need and according to SCPS definition of fidelity.  (Administrators and ECE Facilitator)	System report shows appropriate use and growth by identified ECE students.	MLCHS 30-60-90 Day Plan	\$56,000.00 Dreambox (General Fund) district funds

#### 4: Graduation rate

Goal 4: The Graduation Rate will be in top quartile according to state accountability measures.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)* 

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	<b>Progress Monitoring Date &amp; Notes</b>	Funding
Objective 1: The graduation rate will increase from 92.2% to 94% as measured by the average graduation rate (the average of the 4-year and 5-	Competency-Based Education (CBE) (KCWP 2) A system is in place to ensure students take responsibility for their own learning.	Students will have opportunities for personalized learning in an effort to acquire graduation requirements. (Administrators)	All high school students will be <i>on track</i> to graduate on time.	MLCHS 30-60-90 Day Plan	-0-
year cohort rates).	Competency-Based Education (CBE) (KCWP 2) A system is in place to ensure students take responsibility for their own learning.	Students will develop a  Personalized Learning Plan (PLP)  to drive learning opportunities based upon students' goals.  (Administrators and Counselors)	Completed PLPs in Empower	MLCHS 30-60-90 Day Plan	-0-
		Students will use PLP to accelerate learning and credit accumulation. (Administrators and Counselors)	Completed PLPs in Empower	MLCHS 30-60-90 Day Plan	-0-
		Students will be engaged in an Advisory course where students will meet with their advisors weekly to ensure they are moving toward	All high school students will be on track to graduate <i>on time</i> .	MLCHS 30-60-90 Day Plan	

	successful acquisition of graduation requirements.			
	School Administrators will provide	All high school	MLCHS 30-60-90 Day Plan	
	opportunities for personalized	students will be on		
	learning for students to acquire	track to graduate on		
	graduation requirements.	time.		

#### **5: Transition Readiness**

Goal 5: The Transition Readiness rate will be in top quartile according to state accountability measures.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)* 

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<b>Objective 1:</b> The transition	PLP (KCWP 5)	Students will have opportunities to	All students are		
readiness will increase from	Personalized Learning Plans	attain career readiness through	enrolled in a career	MLCHS 30-60-90 Day Plan	-0-
79 to 82.	ensure students take	various ATC/CTE programs as	pathway or have met		
	responsibility for their own	identified in the PLP. Advisors will	standards for academic		
	learning.	have heightened awareness for	readiness.		
		students in low SES and			
		Hispanic/Latino subgroups.			
		(Administrators and Counselors)			
		Students will have opportunities to	Students who are not		
		attain academic readiness through	academic ready (via	MLCHS 30-60-90 Day Plan	-0-
		dual credit offerings at various	ACT) are enrolled in		
		participating postsecondary	dual credit classes in		
		institutions.	order to attain		
		(Administrators, Counselors, and	academic readiness.		
		district CCR Counselor)			