

**PULASKI COUNTY
DISTRICT IMPROVEMENT PLAN
YEAR 2012-2014**

Steve Butcher

Responsible Person
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Approved Date:

06/12/2012

Members or Committee:

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**2012 – 2014 District Improvement Plan
Executive Summary
PULASKI COUNTY**

Vision/Mission

Vision: “Every Student – College and/or career ready.” Mission: “Pulaski County Schools will provide a safe, supportive environment to meet the individual needs of all students and ensure they are college and/or career ready.” District employees (both classified and certified) were afforded the opportunity to offer input into the development and/or revision of the vision/mission statements on April 11, 2012. The district’s Parent Advisory Council reviewed and discussed the Vision/Mission statements on April 19, 2012. During all stages of the development of the plan, the vision/mission provided committee members (including students, and community representatives) with direction for discussions and a focus for decisions. The public review of the complete plan, including the mission/vision statements, was conducted during a two-week period beginning May 31, throughout June 7, 2012. The vision/mission statements will serve as the primary standard by which our district will evaluate the plans’ effectiveness throughout the one year implementation.

Needs Assessment

The district’s Needs Assessment Committee met on April 20, 2012, to review key findings as reported by each school’s comprehensive improvement plan. The committee discussed and determined which findings were similar enough to indicate a district-wide concern. The committee also reviewed the results of the Pulaski County School District’s Leadership Assessment, which was conducted 1/29/2012-2/3/2012. In like manner, the committee reviewed the district’s most recent Interim Report, NCLB Report, District Report Card, EPAS data trends, TELL surveys, KCYMP, attendance rates, graduation rates, Advance Placement reports, RTI data and other program-specific data. The Needs Assessment Committee used the data review to compile a list of key findings, to identify priorities, and to develop goals and objectives for our new plan. In addition, the district has completed a new technology plan which identifies: Curriculum and Instructional Integration Goals; Student Technology Literacy Goals and Evaluation; Staff Training/Professional Development Goals and Evaluation; Technology Goals and Evaluation. The District’s current Technology Plan is attached.

Goals

Each needs assessment subcommittee reviewed specific data for the content areas and recommended priority needs to be addressed in the 2012 – 2014 comprehensive district improvement plan. The component managers developed measurable goals, identified benchmarks and drafted strategies to accomplish the goals. The Component Managers shared the draft plan with their needs assessment subcommittees to review and provide feedback.

Evaluation

The effectiveness of the 2012 -2014 plan will be evaluated through implementation and impact checks at each benchmark date. Progress on the plan strategies will be made based on the review of the benchmark data in order to maximize the likelihood of accomplishing the goals set forth in the district plan.

Stakeholders

On April 20, 2012, the Consolidated District Improvement Plan (CDIP) Needs Assessment Committee convened. The primary responsibility of this committee was to review data in order to determine a list of key findings which serve as a focus for improvement efforts during the next year. Committee Members included: Julie Shepperd, (Principal, Northern Elementary School), Lisa White, (Teacher, Southwestern High School), Ginny McIver, (parent), Lori Hall, (Pupil Support Personnel), Jenny Wooten, (Administrative Assistant), Haley White, (student, Pulaski County High School), Carole Hancock, (Director of Curriculum and Instruction), Jacilyn Brainard, (student, Southwestern High School), Angela Murphy, (Instructional Supervisor), Teresa Nicholas, (District Technology Coordinator), Lisa Colyer, (District Writing Coordinator), Dr. Mike Crowhurst, (Grant Writer), and Kristi Fraley, (Citizen's National Bank). On May 8, 2012, the Comprehensive Planning Committee met. The primary responsibility of this committee was to develop an action plan that addresses district needs as identified by the Needs Assessment Committee. The Planning Committee members consisted of: Sara Barnett, (Teacher, Northern Elementary), Angela Bray, (Director of Special Education), Dr. Virginia Hess, (Instructional Supervisor), Carol Hancock, (Director of Curriculum and Instruction), Wanda Johnson, (Safe Schools Coordinator), Cindy Price, (Board Member, Pulaski County Schools), Rebecca Wright, (Finance Director), Lisa Colyer, (CDIP Coordinator), Dr. Mike Crowhurst, (Grant Writer), Amy Polston, (Elementary Instructional Supervisor) and Bonnie Salyers (Character Education/Parent Involvement Coordinator). On May 17, 2012, the District Review Team convened. The primary responsibility of the District Review Team was to evaluate the plan for effectiveness, accuracy, and compliance. The Review Committee was comprised of the following: Amy Polston, (Instructional Supervisor), Gayla McAlpin, (Parent Council Advisory Member, PCHS), Sherry Super, (Public Relations/Community Education Involvement Coordinator), Pam Goff, (Administrative Assistant), Teresa Hail, (Community Member, DC Trimble, Inc.), Arthur Crawford, (Assistant Principal, Pulaski County High School), Carol Hancock, (Director of Curriculum and Instruction), Angela Bray, (Director of Special Education) and Angela Murphy, (Secondary Instructional Supervisor).

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 1

Provide targeted interventions for all high school students who do not meet benchmarks.

Goal:

By August 2012, our high schools will provide targeted interventions to all students who do not meet benchmarks in the areas of math and/or reading as measured by progress monitoring reports.

Benchmark

Measure	Date	Projected Data	Actual data
% Progress Monitoring Reports	5/30/2014	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Students not meeting ACT benchmarks will receive intervention/transition courses in math and reading with progress monitoring.	Murphy	8/12/2012	5/30/2014	\$0. No Funding		
2	Both high schools will utilize ACT on-line prep and practice materials.	Murphy	8/12/2012	5/30/2014	\$5,000.00 ESS		
3	Our school system will partner with Somerset Community College to provide practice Compass assessment.	Murphy	8/12/2012	5/30/2014	\$0. No Funding		
4	Leadership staff will monitor benchmark assessments to gage student growth on the ACT (DE Assessment, CIITS/TCA).	Murphy	7/1/2012	5/30/2014	\$0. No Funding		
5	District RTI leadership Team will	Hancock	8/12/2012	5/30/2014	\$0. No		

	monitor the percent of students who are college and/or career ready.	Murphy Bray Hess Polston			Funding		
6	ESS services will be provided to all at-risk-students.	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 2

Increase accelerated learning opportunities for all students. All students will have access to Advanced Placement (AP), Dual Credit, or other accelerated learning.

Goal:

By August 2013, enrollment reports will show a 5% increase in accelerated classes.

Benchmark			
Measure	Date	Projected Data	Actual data
Enrollment report: % of students enrolled in accelerated classes	5/30/2013	5	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District staff, administrators, counselors and teachers will promote accelerated learning opportunities to students and parents.	Murphy Ashbrook	8/12/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 3

To increase access to and quality of college and career readiness advising, all secondary students will have access to a comprehensive advising program.

Goal:

By August 2012, all secondary students will have access to a comprehensive advising program as evidenced by each secondary school's advising plan.

Benchmark			
Measure	Date	Projected Data	Actual data
Advising Plan	6/30/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Secondary Schools will utilize the KDE Advising Toolkit and/or other activities to develop and implement an advisory program.	Hess Murphy	9/20/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 4

There is limited evidence that the district initiates and facilitates discussions among schools in order to eliminate unnecessary overlaps and close gaps.

Goal:

By November 2012, the district and school leadership will develop a systematic process for collaboration among schools to eliminate overlaps and gaps as measured by school and curriculum meeting minutes.

Benchmark			
Measure	Date	Projected Data	Actual data
School and Curriculum Agenda/ meeting minutes	11/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The board of education will revise the policy to promote curriculum alignment and will regularly review reports on alignment progress.	Carole Hancock	7/20/2012	5/30/2014	\$0 Funding		
2	Opportunities for vertical communication within and between schools will be provided.	Hancock Murphy Hess Polston	8/12/2012	5/30/2014	\$0 Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 5

There is limited evidence of vertical communication with an intentional focus on key curriculum transition points within grade configurations (e.g., from primary to middle and middle to high).

Goal:

By May 2013, district and school committee meeting minutes will reflect that there are intentional conversations between schools to address key transition points.

Benchmark			
Measure	Date	Projected Data	Actual data
District and school committee meeting minutes	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will ensure that discussion between key curriculum transition points occur between grades and schools.	Hancock Murphy Hess Polston	8/12/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 6

There is limited evidence that classroom assessments of student learning are frequent, rigorous and aligned with state standards.

Goal:

By January 2013, minutes from professional learning community (PLC's) meetings will reflect that classroom assessments are frequent, rigorous and aligned with state standards.

Benchmark			
Measure	Date	Projected Data	Actual data
Meeting minutes from PLC's	1/28/13	90	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide on-going assistance to teachers in all schools to create building-level competence in designing powerful classroom assessment tasks that are intentionally standards-based, rigorous and authentic.	Hancock Murphy Hess Polston Bray	7/1/2012	5/30/2014	\$0. No Funding		
2	District leadership team will regularly monitor classroom assessments to ensure they are intentionally standards-based, rigorous and authentic.	Hancock	8/15/2012	5/30/2014	\$0. No Funding		
3	District leadership will participate in PLC's at the school level to analyze classroom assessments and/or student responses to monitor rigor and quality.	Murphy Hess Polston Bray	5/15/2012	5/30/2014	\$0. No Funding		

4	District leadership will ensure all school councils address classroom assessment in appropriate policy and include classroom assessments in the data they review for required planning.	Hancock	5/15/2012	5/30/2014	\$0. No Funding		
5	District leadership will provide training on the Continuous Improvement Technology System (CIITS) for district wide sharing of classroom assessments.	Hancock	5/15/2012	5/30/2014	\$0. No Funding		

Priority Need: 7

There is limited evidence that students can articulate the academic expectations in each class and know what is required to be proficient.

Goal:

By May 2013, district data (e.g., eWalks, student interviews, rubrics) will reflect that students can articulate the academic expectations in each class and know what is required to be proficient.

Benchmark

Measure	Date	Projected Data	Actual data
eWalks	5/30/2013	90	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will monitor to ensure samples of proficient work accompanied by rubrics are displayed in classrooms and throughout school buildings to serve as models of proficiency.	Hancock Murphy Hess Polston Colyer Nicholas	8/11/2012	5/30/2014	\$0. No Funding		
2	A component of the eWalk instrument, district leadership will conduct student interviews asking students to define proficiency in specific content areas.	Nicholas	9/1/2012	5/30/2014	\$0. No Funding		
3	District leadership will work with school leadership and staff members to develop clearly articulated rubrics that illustrate for students, in a variety of ways, what they need to know and be able to do to be proficient in all	Murphy Hess Polston	9/1/2012	5/30/2014	\$0. No Funding		

	content areas.						
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Priority Need: 8

Formal protocols for use in analyzing student work samples and formative diagnostic assessment data are not used in all schools.

Goal:

District-level supervisors will ensure that all schools are using student work sample and formative diagnostic assessment data to improve classroom instruction and improve student success. As evidenced in classroom observations and PLC's.

Benchmark			
Measure	Date	Projected Data	Actual data
District-level observations.	5/8/2013	100	
PLC Agenda/meeting minutes			

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District supervisors will meet on a regular basis to analyze and discuss the findings of the student work samples and diagnostic data. Supervisors will report to district-level curriculum team and disseminate information to all school-level leadership.	Hancock	9/1/2012	5/30/2014	\$0. No Funding		
2	District leadership will participate and utilize specific protocols to analyze samples of student work, and teacher designed assignments, and test score results in regularly scheduled PLC meetings.	Hancock Murphy Hess Poston Bray	9/1/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 9

There is limited evidence that performance standards are clearly communicated, evident in classrooms and observable in student work.

Goal:

By December 2012, walkthrough observation data will reflect that performance standards are clearly communicated, evident in classrooms and observable in student work.

Benchmark			
Measure	Date	Projected Data	Actual data
eWalk data	12/20/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will work with school leadership to ensure that Student Learning Targets are clearly communicated in every school.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		
2	District leadership will monitor to ensure that rubrics noting expectations are provided for students prior to assessment tasks.	Hancock Murphy Hess Polston Bray	8/12/2012	5/30/2014	\$0. No Funding		
3	District leadership will ensure all Learning Targets are assessed at all grade levels.	Nicholas	8/12/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 10

There is limited evidence that samples of student work are analyzed to inform instruction, revise curriculum and pedagogy, and obtain information on student progress.

Goal:

By May 2013, results from analysis of student work conducted in professional learning communities (PLC's) will demonstrate that samples of student work are analyzed to inform instruction, revise curriculum and pedagogy, and obtain information on student progress.

Benchmark			
Measure	Date	Projected Data	Actual data
PLC meeting minutes	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide training on using the district's protocol for analyzing student work.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		
2	District leadership, in collaboration with school leadership and staff, will actively participate in the process of analyzing student work.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		
3	District leadership will ensure that formative and summative data are utilized to adjust instruction and meet student learning goals.	Hancock Murphy Hess Polston Bray	8/20/2012	5/30/2014	\$0. No Funding		

Priority Need: 11

There is limited evidence that instructional strategies are consistently monitored and aligned with the changing needs of a diverse student population to ensure various learning approaches and learning styles are addressed.

Goal:

By May 2014, eWalk data will reflect that all teachers are using instructional strategies and activities aligned with the changing needs of students to ensure various learning approaches and learning styles are addressed.

Benchmark			
Measure	Date	Projected Data	Actual data
eWalk data	5/20/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will monitor instructional practices in all schools to ensure effective and varied instructional strategies are utilized in all classrooms.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		
2	District leadership will provide a variety of resources to schools to enhance the ability of teachers to learn about and implement in their classrooms a broad variety of effective, student-centered, culturally responsive, research based instructional strategies.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		

Priority Need: 12

There is limited evidence that teachers demonstrate the content knowledge necessary to challenge and motivate students to high levels of learning.

Goal:

By May 2013, walkthrough observation data will reflect that teachers demonstrate the content knowledge necessary to challenge and motivate students to high levels of learning.

Benchmark			
Measure	Date	Projected Data	Actual data
eWalk data	5/20/2013	90	
LEAD Report	5/12/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will ensure that all teachers are appropriately certified.	Richardson	8/1/2012	5/30/2014	\$0. No Funding		
2	District leadership will identify teachers lacking content knowledge and promote growth in the development and monitoring of professional growth plans.	Hancock Murphy Hess Polston Bray	8/1/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 13

There is limited evidence that homework is frequent and monitored and tied to instructional practice.

Goal:

By May 2013, school council policies and council minutes will reflect that homework is frequent and monitored and tied to instructional practice.

Benchmark			
Measure	Date	Projected Data	Actual data
School council policies and council meeting minutes	5/20/2013	100	
LEAD Report	5/12/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The district leadership team will regularly monitor and review school homework policies and practices to ensure they are equitable, developmentally appropriate and are a meaningful extension of classroom learning.	Hancock	8/1/2012	5/30/2014	\$0. No Funding		

Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 14

All students will receive targeted training and experiences in integrating technology effectively and appropriately into everyday learning and life thereby empowering them to compete in a modern, global society

Goal:

By May 2013, all students will have received training and experiences in integrating technology effectively and appropriately into everyday learning and life thereby empowering them to compete in a modern, global society as evidenced in lesson plans.

Benchmark

Measure	Date	Projected Data	Actual data
Lesson Plans	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District and school staff will conduct lessons focused on online safety, digital citizenship and digital etiquette throughout the year at all grade levels including review of AUP with all students within week 1 of school.	Nicholas	8/12/2012	5/30/2014	\$0. No Funding		
2	Provide access to web 2.0 tools in the classroom.	Nicholas	8/12/2012	5/30/2014	\$0 No Funding		
3	Provide access to educational hardware and/or software to enhance learning and provide diagnostic and assistance or support for those in need of remediation or acceleration. i.e. Aimsweb, Thinklink, Novelstar, Waterford, SuccessMaker, KYVL, Read 180, Renaissance Learning	Nicholas	8/12/2012	5/30/2014	\$43,000.00 Title I Funds KETS and SEEK		

	products.						
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Component: Academic Performance
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 15

All 8th grade and 12th grade students will be proficient in technology.

Goal:

All 8th grade and 12th grade students will be proficient in technology as evidenced by district technology assessment.

Benchmark			
Measure	Date	Projected Data	Actual data
District technology assessment	5/20/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Schools will have student technology leadership programs that work collaboratively to solve school based problems.	Nicholas	8/12/2012	5/30/2014	\$5,000.00 KETS		
2	A technology assessment tool will be obtained and/or developed to assess student technology skills.	Nicholas	8/12/2012	5/30/2014	\$0 No Funding		
3	Keyboarding will continue to be implemented in grades 3 and 4.	Nicholas	8/12/2012	5/30/2014	\$ NO Funding		
4	PCS curriculum guides will include activities to meet the Program of Studies guidelines and incorporate the 9 components of digital citizenship.	Nicholas	7/1/2012	5/30/2014	\$0 No Funding		

Component: Math
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 1

In May 2011, the number of elementary school students scoring proficient or distinguished in Math was 84.83 as measured on the Kentucky Core Content Test. In May 2012, the percentage of elementary students scoring Novice in Math was 4 as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of elementary students scoring proficient or distinguished will increase by 5.06 for a total percentage of all students scoring proficient or distinguished in Math of 89.89 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP).

Benchmark			
Measure	Date	Projected Data	Actual data
State assessment % increase Proficient/Distinguished	9/30/2012	5.06	
Stanford 10 Results % increase National Percentile Ranking (Not School Norm)	6/30/2012	80	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Instructional Supervisor will systematically review school's development and results of common assessments to ensure meaningful feedback of student learning for instructional purposes	Polston	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will provide professional development in research-based strategies for improved student achievement in math that are aligned with the Kentucky Core Academic Standards.	Polston	7/1/2012	5/30/2014	\$0 No Funding		

3	District leadership will offer extended school services to targeted students to address areas of academic need especially in subpopulations with substantial achievement gaps.	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS		

Component: Math
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 2

In May 2011, the percentage of middle school students scoring proficient or distinguished in Math was 74.5 as measured on the Kentucky Core Content Test. In May 2012, the percentage of middle school students scoring Novice in Math was 7 as measured on the Kentucky Core Content test.

Goal:

By September 2012, the percentage of middle school students scoring proficient or distinguished will increase by 8.5 for a total percentage of all students scoring proficient or distinguished in Math of 83.0 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP).

Benchmark

Measure	Date	Projected Data	Actual data
State Assessment % increase Proficient/Distinguished	9/30/2012	8.5	
EXPLORE Results % increase	1/30/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District Supervisor will systematically review school's development and results of common assessments to ensure meaningful feedback of student learning for instructional purposes.	Hess	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will provide professional development opportunities in research-based strategies for improved student achievement in Math that are aligned to the Kentucky Core Academic Standards.	Hess	7/1/2012	6/30/2014	\$0 No Funding		

3	District leadership will provide schools with ELL students with information resources that are aligned to state standards	Hess	8/1/2012	6/3032014	\$2,000.00 Title VI. Title III		
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Component: Math
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 3

In May 2011, the percentage of high school students scoring proficient or distinguished in math was 42.20 as measured on the Kentucky Core Content Test. In May 2012, the percentage of high school students scoring Novice in Math was 26 as measured on the Kentucky Core Content Test. In May 2011, 0 of 3 NCLB (high school) subgroups reached their NCLB Math proficiency target as measured on the Kentucky Core Content Test.

Goal:

To ensure that all students are college and/or career ready, by September 2012, the percentage of students meeting the Plan and ACT benchmarks will increase by 10% as measured on the Plan and ACT reports.

Benchmark			
Measure	Date	Projected Data	Actual data
% increase of students meeting Plan benchmarks	9/30/2012	10	
% increase of students meeting ACT benchmarks	5/14/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District Supervisor will systematically review school's development and use of common assessments to ensure student mastery of content.	Murphy	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will provide professional development opportunities in research-based strategies for improved student achievement in math.	Murphy	7/1/2012	6/30/2014	\$0 No Funding		
3	District leadership will offer extended school services to targeted students to address areas of academic need especially in	Murphy	7/1/2012	6/30/2014	\$174,636.00 ESS Funding		

	subpopulations with substantial achievement gaps.						
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Component: Math
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 4

In September 2011, the percentage of students with disabilities in the district scoring proficient or distinguished in Math was 38.97% as measured on the Kentucky Core Content test; thus, there is a need for full implementation of the PCIS (Pulaski County Intervention System) Pre-K through 12 in Math.

Goal:

To ensure all students are College and/or Career ready, by September 2012, the percentage of students in the district with disabilities scoring proficient or distinguished will increase by 10% (49.97%) as measured by state assessments.

Benchmark			
Measure	Date	Projected Data	Actual data
State assessment % increase Proficient/Distinguished	9/30/2012	49.97%	
% increase of students meeting benchmarks on the Explore	5/30/2012	10	
% increase of students meeting benchmarks on the ACT	5/30/2012	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide professional development opportunities in researched-based strategies for improved student achievement in math.	Carole Hancock Murphy Hess Polston Bray	7/3/2012	5/30/2014	\$9,000.00 Title I and Title II \$100.00 GEAR UP		
2	District leadership will assist with data collection and analysis to ensure that students meet math benchmarks.	Hancock Murphy Hess Bray	8/30/2012	5/30/2014	\$0 No Funding		
3	District leadership team will monitor implementation; ensure that schools are monitoring	Hancock Murphy Hess	8/12/2012	5/30/2014	\$0 Funding		

	implementation and results of math interventions for targeted students with communication of progress to teachers and parents.	Polston Bray					
4	District leadership will offer extended school services to targeted students and parents to address areas of academic need especially in subpopulations with substantial achievement gaps.	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS Fund		
5	District Supervisor will systematically review school's development and results of common assessments to ensure student mastery of content.	Hancock Murphy Hess Polston	8/30/2012	5/30/2014	\$0 Funding		

Component: Math
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 5

In May 2011, the percentage of students receiving Free/Reduced Lunch scoring proficient or distinguished in Math was 67.47 as measured on the Kentucky Core Content Test.

Goal:

To ensure that all students are College and/or Career ready, by September 2012, the percentage of students receiving Free/Reduced Lunch scoring proficient or distinguished will increase by 10.84 for a total percentage of all students scoring proficient or distinguished in Math of 78.31 as measured by state assessments.

Benchmark			
Measure	Date	Projected Data	Actual data
State assessment % increase Proficient/Distinguished	9/30/2012	10.84	
% increase meeting benchmarks on the Explore	5/30/2013	10	
% increase meeting benchmarks on the Plan	5/30/2013	10	
% increase meeting benchmarks on the ACT	5/30/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide professional development opportunities in research-based strategies for improved student achievement in math.	Murphy Hess Polston Bray	7/1/2012	5/30/2014	\$9,000.00 Title I and Title II \$100,000 GEAR UP		
2	District leadership will assist with data collection and analysis to ensure that students meet math benchmarks.	Murphy Hess Polston	8/12/2012	5/30/2014	\$0 No Funding		

3	District leadership team will monitor implementation and results of math Interventions for all targeted students with communication of progress to parents and teachers.	Murphy Hess Polston	8/12/2012	5/30/2014	\$0 Funding		
4	District leadership will offer extended school services to targeted students and parents to address areas of academic need especially in subpopulations with substantial achievement gaps.	Murphy Hess Polston	8/12/2012	5/30/2014	\$174,636.00 ESS Fund		
5	District Supervisors will systematically review school's results of common assessments to ensure student mastery of content.	Murphy Hess Polston	8/12/2012	5/30/2014	\$0 Funding		

Component: Reading
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 1

In May 2011, the percentage of elementary students scoring proficient or distinguished in Reading was 73.34 as measured on the Kentucky Core Content Test. In May 2012, the percentage of elementary students scoring Novice in Reading was 3 as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of elementary students scoring proficient or distinguished will increase by 8.89 for a total percentage of all students scoring proficient or distinguished in Reading of 82.23 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP).

Benchmark			
Measure	Date	Projected Data	Actual data
State Assessment % increase Proficient/Distinguished	9/30/2012	8.89	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Curriculum supervisor will monitor, three times yearly, implementation and results of reading intervention for all targeted students.	Polston	9/30/2012	5/30/2014	\$0 No Funding		
2	The district will employ one support person to work with ESL students.	Hess	8/12/2012	5/30/2014	\$6,000.00 Title III		
3	District leadership will offer extended school services to targeted students to address areas of academic need especially in subpopulations with substantial achievement gaps.	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS		

4	District leadership will provide training opportunities in best practices to enable teachers to address differentiation for improved student success.	Polston	7/1/2012	5/6/30/2014	\$0 Funding		
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Component: Reading
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 2

In May 2011, the percentage of middle school students scoring proficient or distinguished in Reading was 75 as measured on the Kentucky Core Content Test. In May 2011, the percentage of middle school students scoring Novice in Reading was 5 as measured on the Kentucky Core Content Test. In May 2011, 2 out of 4 NCLB subgroups reached their NCLB proficiency target as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of students scoring proficient or distinguished will increase by 8.33 for a total percentage of all students scoring proficient or distinguished in Reading of 83.33 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP). By September 2012, ALL subgroups will reach their NCLB Reading proficiency target of 86.4 as measured on the K-PREP.

Benchmark

Measure	Date	Projected Data	Actual data
State Assessment increase Proficient/Distinguished	9/30/2012	8.33	
EXPLORE Results % average increase	1/30/2013	2	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide training opportunities in best practices to enable teachers to address differentiation instruction for improved student success.	Hess	7/1/2012	6/30/2014	\$0 No Funding		
2	Curriculum supervisor will monitor, three times yearly, implementation and results of reading intervention for all targeted students.	Hess	8/12/2012	5/30/2014	\$0 No Funding		
3	Curriculum supervisor will systematically review school's use of common assessments for	Hess	8/12/2012	5/30/2014	\$0 No Funding		

	targeted students to ensure meaningful feedback in instruction for improved student learning.						
4	District leadership will offer extended school services to targeted students to address areas of academic need especially in subpopulations with substantial achievement gaps	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS		

Component: Reading
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 3

In May 2011, the percentage of high school students scoring proficient or distinguished in Reading was 60.61 as measured on the Kentucky Core Content Test. In May 2012, the percentage of high school students scoring Novice in Reading was 6 as measured on the Kentucky Core Content Test. In May 2011, 2 out of 4 NCLB subgroups reached their NCLB Reading proficiency target as measured on the Kentucky Core Content Test.

Goal:

To ensure that all students are College and Career ready, by May 2013, the percentage of high school students meeting the benchmarks on the Plan and ACT will increase by 10 as measured on the Plan and the ACT. ALL NCLB subgroups will reach their NCLB Reading proficiency target of 79.82 as measured on state assessments.

Benchmark			
Measure	Date	Projected Data	Actual data
Plan % increase	5/30/2013	10	
ACT % increase	5/30/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide training opportunities of best practices to enable teachers to address differentiated instruction for improved student success.	Murphy	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will monitor implementation of differentiation through e-walks	Murphy	8/12/2012	5/30/2014	\$0 No Funding		
3	District leadership will assist with data collection and analysis to ensure that students meet reading benchmarks.	Murphy	8/12/2012	5/30/2014	\$0 No Funding		
4	District leadership team will monitor implementation and	Murphy	8/12/2012	5/30/2012	\$0 No Funding		

	results of reading interventions for all targeted students.						
5	District leadership will offer extended school services to targeted students to address areas of academic need especially in subpopulations with substantial achievement gaps	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS		

Component: Reading
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 4

In May 2011, the percentage of students with disabilities in the district scoring proficient was 39.20% in Reading as measured on the Kentucky Core Content Test. Thus, there is a need for full implementation of the PCIS (Pulaski county Intervention System) Pre-K through 12 in reading.

Goal:

By September 2012, the percentage of students with disabilities in the district scoring proficient or distinguished will increase by 10% (49.20%) as measured by state assessments.

Benchmark			
Measure	Date	Projected Data	Actual data
State Assessment increase Proficient/Distinguished	9/30/2012	49.20%	
% increase of students meeting benchmarks on the Explore, Plan and ACT	9/30/2012	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide professional development opportunities in research-based strategies for improved student achievement in reading.	Murphy Hess Polston Bray	Murphy Hess Polston Bray	6/30/2014	\$9,000.00 Title I and Title II		
2	District leadership will provide teacher support and materials for improved successful transition into entry-level workplace and postsecondary reading skills.	Carole Hancock	7/1/2012	6/30/2014	\$5,000.00 General Fund		
3	District leadership team will monitor implementation and	Murphy Hess	8/12/2012	5/30/2014	\$0 Funding		

	results of reading interventions for all targeted students with communication of progress to parents and teachers.	Polston					
4	District leadership will offer extended school services to targeted students and parents to address areas of academic need especially in subpopulations with substantial achievement gaps.	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS Fund		
5	District Supervisor will systematically review school's use of common assessments to ensure student mastery of content.	Murphy Hess Polston	7/1/2012	6/30/2014	\$0 Funding		

Component: Reading
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 5

In May 2011, the percentage of students receiving Free/Reduced Lunch scoring proficient or distinguished in Reading was 70.52 as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of students receiving Free/Reduced Lunch scoring proficient or distinguished will increase by 9.83 for a total percentage of all students scoring proficient or distinguished in Reading of 80.35 as measured by state assessments.

Benchmark			
Measure	Date	Projected Data	Actual data
State Assessment % increase Proficient/Distinguished	9/30/2012	9.83	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will provide training opportunities of best practices to enable teachers to address differentiated instruction for improved student success.	Murphy Hess Polston Bray	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will monitor implementation of differentiation through e-Walks	Hancock Murphy Polston Bray	8/12/2012	5/30/2014	\$0 No Funding		
3	The district leadership team will monitor implementation and results of reading interventions for all targeted students with communication of progress to teachers and parents.	Murphy Hess Polston Bray	8/12/2012	5/30/2014	\$0 No Funding		
4	District leadership will offer	Murphy	5/12/2012	5/30/2014	\$174,636.00		

extended school services to targeted students and parents to address areas of academic need especially in subpopulations with substantial achievement gaps.				ESS		
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Component: Writing
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 1

In May 2011, the percentage of elementary school students scoring proficient or distinguished in Writing was 62.73 as measured on the Kentucky Core Content Test. In May 2011, the percentage of elementary school students scoring Novice in Writing was 4 as measure on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of elementary school students scoring proficient or distinguished will increase by 12.42 for a total percentage of all students scoring proficient or distinguished in Writing of 75.15 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP).

Benchmark			
Measure	Date	Projected Data	Actual data
State Assessment % Increase Proficient/Distinguished	9/30/2012	12.42	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership team will monitor the implementation of elementary school communication plans.	Colyer Polston Bray	8/12/2012	5/30/2014	\$0 No Funding		
2	District leadership will conduct meetings with school writing leaders, as deemed necessary, to convey updated Kentucky Department of Education writing regulations and share best-practice instructional strategies.	Colyer Polston	8/12/2012	5/30/2014	\$0 No Funding		
3	District leadership will facilitate training regarding Kentucky Core Academic Standards.	Colyer Polston	7/1/2012	6/30/2014	\$0 No Funding		

4	District leadership will facilitate training regarding Writing Program Reviews.	Colyer Polston	7/1/2012	6/30/2014	\$0 No Funding		
5	District leadership will review each school's writing policies.	Colyer Polston	8/12/2012	5/30/2013	\$0 No Funding		

Component: Writing
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 2

In May 2011, the percentage of middle school students scoring proficient or distinguished in Writing was 50.87 as measured on the Kentucky Core Content Test. In May 2012, the percentage of middle school students scoring Novice in Writing was 5 as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of middle school students scoring proficient or distinguished will increase by 16.38 for a total percentage of all students scoring proficient or distinguished in Writing of 67.25 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP). By May 2012, the percentage of middle school students scoring Novice in Writing will decrease by 5 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP).

Benchmark

Measure	Date	Projected Data	Actual data
State assessment % Proficient/Distinguished	9/30/2012	16.38	
EXPLORE Results % average Language Arts increase	1/30/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership team will monitor the implementation of middle school communication plans	Colyer Hess	8/12/2012	5/30/2014	\$0 No Funding		
2	District leadership will conduct meetings with school writing leaders, as deemed necessary, to convey updated Kentucky Department of Education writing regulations and share best-practice instructional strategies.	Colyer Hess	8/12/2012	5/30/2014	\$0 No Funding		
3	District leadership will facilitate training regarding Kentucky Core Academic Standards.	Colyer Hess Bray	7/1/2012	6/30/2014	\$0 No Funding		

4	District leadership will facilitate training regarding Writing Program Reviews.	Colyer Hess	7/1/2012	6/30/2014	\$0 No Funding		
5	District leadership will review each school's writing policies.	Colyer Hess	8/12/2012	5/30/2014	\$0 No Funding		

Component: Writing
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 3

In May 2011, the percentage of high school students scoring proficient or distinguished in Writing was 39.75 as measured on the Kentucky Core Content Test. In May 2012, the percentage of high school students scoring Novice in Writing was 4 as measured on the Kentucky Core Content Test.

Goal:

By September 2012, the percentage of high school students scoring proficient or distinguished will increase by 20.08 for a total percentage of all students scoring proficient or distinguished in Writing of 59.83 as measured on the Kentucky Performance Rating for Educational Progress (K-PREP). By May 2012, the percentage of high school students scoring Novice in Writing will decrease by 4 as measured on the K-PREP.

Benchmark

Measure	Date	Projected Data	Actual data
State Assessment increase Proficient/Distinguished	9/30/2012	20.08	
PLAN % average increase in Language Arts	5/15/2013	10	
ACT % average increase in Language Arts	4/15/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership team will monitor the implementation of high school communication plans.	Colyer Murphy Bray	8/12/2012	5/30/2014	\$0 No Funding		
2	District leadership will conduct meetings with school writing leaders, as deemed necessary, to convey updated Kentucky Department of Education writing regulations and share best-practice instructional strategies.	Colyer Murphy	8/12/2012	5/30/2014	\$0 No Funding		

3	District leadership will facilitate training regarding the Kentucky Core Academic Standards.	Colyer Murphy Bray	7/1/2012	6/30/2014	\$0 No Funding		
4	District leadership will facilitate training regarding Writing Program Reviews.	Colyer Murphy	7/1/2012	6/30/2014	\$0 No Funding		
5	District leadership will review each school's writing policies.	Colyer Murphy	8/12/2012	5/30/2013	\$0 No Funding		

Component: Learning Environment
 Component Manager: Sonya Wilds
 School: PULASKI COUNTY

Priority Need: 1

Continue to promote effective parental involvement in the schools served by the district.

Goal:

By May 2013, parental involvement in the schools served by the district will increase 2%.

Benchmark			
Measure	Date	Projected Data	Actual data
Family and Community involvement Report % increase	5/14/2013	2	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District Superintendent will continue to meet quarterly with the Pulaski County Parent Advisory Group (new members yearly).	Butcher	8/30/2012	6/30/2014	\$0 No Funding		
2	District leadership will provide parental workshops for transition from preschool to kindergarten.	Polston	7/1/2012	6/30/2014	\$0 No Funding		
3	District leadership will work with school leadership to explore a variety of methods regarding ways to share information pertaining to the importance of meeting benchmarks to parents.	Murphy Hess	10/28/2012	6/30/2014	\$0 No Funding		
4	District leadership will monitor to ensure that teachers keep their web pages current.	Murphy Hess Polston	5/30/2012	6/30/2014	\$0 No Funding		

Priority Need: 2

There is limited evidence that students are provided with a variety of opportunities to receive additional assistance to support their learning, beyond the initial classroom instruction.

Goal:

By May 2013, a list of co-curricular offerings will reflect that students are provided with a variety of opportunities to receive additional assistance to support their learning, beyond the initial classroom instruction.

Benchmark

Measure	Date	Projected Data	Actual data
List of co-curricular offerings	5/13/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District Leadership will review services currently available to students who need additional assistance and will facilitate collaboration and coordination among support programs and services (e.g., Title I, Extended School Services, Family Resource/Youth Services Centers, RTI,KY-CID and school guidance programs) to eliminate gaps and unnecessary overlaps in delivery of services supporting student achievement.	Wilds	7/1/2012	5/30/2014	\$0 No Funding		
2	District and school leadership will collaborate to ensure each school has a variety of services available to help students who need more time to master core content and provide alternative	Wilds Hancock Murphy Hess Polston Bray	7/1/2012	5/30/2014	\$61,140.00 KECSAC \$90,000. DJJ \$155,181.00 General		

	pathways and alternative school level strategies to at-risk-students.				Fund \$210,000.00 Migrant Funding		
3	District leadership will ensure all students identified gifted and /or demonstrating potential academic success, are provided differentiated educational opportunities and support to reduce the number of underachieving students.	Ashbrook	8/12/2012	5/30/2014	\$75,000.00 Gifted and Talented		
4	District leadership will offer extended school services to targeted students to address areas of academic need especially in subpopulations with substantial achievement gaps	Murphy	8/12/2012	5/30/2014	\$174,636.00 ESS \$201,000.00 Migrant Funding		
5	All schools will participate in providing Positive Behavior Instructional Supports (PBIS) and participate in Kentucky Center for Instruction Discipline (KYCID).	Wilds Bray	8/12/2012	5/30/2014	\$0 Funding		

Component: Learning Environment
 Component Manager: Sonya Wilds
 School: PULASKI COUNTY

Priority Need: 3

The district's Leadership Assessment reflects a need for the district to identify a director to coordinate guidance services with consistency across the district.

Goal:

By August 2012, the district will appoint a director to coordinate guidance services.

Benchmark

Measure	Date	Projected Data	Actual data
District Guidance Director in place.	8/30/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The district will appoint a coordinator to organize all school counselors into a district professional learning community.	Wilds	5/30/2012	8/30/2014	\$0 No Funding		
2	District leadership will monitor to ensure the counselors' work is focused on goals, objectives and strategies in the district and school improvement plans.	Wilds	5/30/2012	8/30/2014	\$0 No Funding		

Priority Need: 4

There is limited evidence of support for the long-term professional growth needs of the individual staff members. This includes both instructional and leadership growth.

Goal:

By May 2013, a list of professional development offerings will reflect that the district provides individual staff members and leadership with opportunities for long-term professional growth.

Benchmark

Measure	Date	Projected Data	Actual data
List of professional development offerings	5/30/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will ensure that every employee in the district participates in learning experiences that will enhance their ability to be successful in improving student achievement.	Butcher Hancock	7/1/2012	6/30/2014	\$0 No Funding		
2	District leadership will work with school councils and district staff to promote professional development as a part of an overall change process and not as isolated events.	Butcher Hancock	7/1/2012	6/30/2014	\$0 No Funding		

Priority Need: 5

There is limited evidence that all schools have an intentional plan for building instructional capacity through on-going professional development.

Goal:

By October 2012, school council meeting agenda and minutes will reflect that all schools have an intentional plan for building instructional capacity through on-going professional development.

Benchmark			
Measure	Date	Projected Data	Actual data
School council meeting agendas and minutes	10/29/2012	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The district leadership will collaborate to develop and implement an intentional plan at each school to build a high level of competence in the instructional staff. This will be accomplished through a carefully planned multi-year job embedded program of professional development that builds on previous professional development and training experiences.	Butcher Hancock Murphy Hess Polston	7/1/2012	1/20/2013	\$0 No Funding		
2	The district leadership will collaborate with leadership in all schools to develop ways to help schools maintain continuity and differentiate professional development for new staff that	Butcher Hancock Murphy Hess Polston	7/12/2012	6/30/2014	\$0 No Funding		

	have not had the same professional development that others in the school have had.						
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Priority Need: 6

There is limited evidence that staff development priorities are set in alignment with goals for student performance and the individual growth plans of staff.

Goal:

By May 2013, professional development logs will reflect that staff development priorities are set in alignment with goals for student performance and the individual growth plans of staff.

Benchmark			
Measure	Date	Projected Data	Actual data
Professional development logs	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The Superintendent will review the professional development plans of all district staff members who work directly with schools to ensure the proposed activities will enhance their ability to deal with instructional and leadership issues in the schools they serve.	Butcher	8/1/2012	5/30/2014	\$0 No Funding		
2	District leadership will review the professional development process for school administrators to ensure it addresses the capacity to deal effectively with known instructional issues in their respective schools as well as the individual needs as leaders and administrators as identified in their individual growth plans.	Hancock	8/1/2012	5/30/2014	\$0 No Funding		
3	District leadership will ensure that the professional development	Hancock	8/1/2012	5/30/2014	\$0 No Funding		

process for school administrators and school-based certified staff is aligned with the goals for student performance in the comprehensive school improvement plan and the individual growth plans of staff member.						
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Priority Need: 7

There is limited evidence that the school/district effectively utilizes the employee evaluation and the individual professional growth plan to improve staff proficiency.

Goal:

By May 2013, district evaluation documents will reflect that the schools/district effectively uses the employee evaluation and the individual professional growth plan to improve staff proficiency.

Benchmark			
Measure	Date	Projected Data	Actual data
District evaluation documents	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will ensure that all individual growth plans are collaboratively developed and address priorities for improvement identified in the employee's evaluation.	Butcher Richardson Hancock	8/15/2012	5/30/2014	\$0 Funding		
2	District leadership will monitor the implementation of individual growth plans at all levels to insure they are being carried out as agreed.	Butcher Richardson Hancock	8/12/2012	5/30/2014	\$0 Funding		

Component: Learning Environment
 Component Manager: Sonya Wilds
 School: PULASKI COUNTY

Priority Need: 8

There is limited evidence that leadership uses the evaluation process to provide teachers with the follow-up and support to change behavior and instructional practices.

Goal:

By May 2013, the certified personnel evaluation instrument will reflect that leadership uses the evaluation process to provide teachers with the follow-up and support to change behavior and instructional practices.

Benchmark

Measure	Date	Projected Data	Actual data
Certified personnel evaluation instrument	5/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will monitor school administrator formative evaluations of teachers to ensure the teachers receive timely guidance on issues likely to arise in the summative evaluation.	Butcher Richardson Hancock	8/12/2012	5/30/2014	\$0 No Funding		
2	District leadership will monitor principals to ensure they reinforce positive changes in teacher behavior and practice through the implementation of individual growth plans.	Butcher Richardson Hancock	8/12/2012	5/30/2014	\$0 No Funding		

Component: Learning Environment
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 9

According to the No Child Left Behind (NCLB) report, our graduation rate was 75.6.

Goal:

By May 2014, graduation data will reflect a graduation rate of 92%.

Benchmark

Measure	Date	Projected Data	Actual data
Graduation rate data	5/30/2014	92	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership and school leadership will utilize an “early warning system” to identify students (elementary, middle and high) who are at-risk for dropping out.	Wilds	8/12/2012	5/30/2014	\$0 No Funding		
2	Students that are considered at-risk will be referred to the RTI teams.	Wilds Hancock	8/12/2012	5/30/2014	\$0 No Funding		
3	High schools will provide opportunities for credit recovery.	Hancock Murphy	8/12/2012	5/30/2014	\$20,000.00 School’s SEEK Funds		

Component: Learning Environment
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 10

Provide schools with appropriate technology tools and software to enhance learning for all students.

Goal:

By August 2012, all schools will have appropriate software to enhance learning for all students as measured by technology reports.

Benchmark			
Measure	Date	Projected Data	Actual data
Technology reports	8/12/2012	100	
% increase in proficiency as measured by KPREP	9/30/2013	10	
% increase of students meeting benchmarks on EPAS	9/30/2013	10	
% increase of students identified as college and/or career ready.	9/30/2013	10	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Provide access to software for learning including diagnostic, remediation and acceleration (NovelStar, Read 180, Read/Write Gold, SuccessMaker Math and Reading, Accelerated Reading and Math, SMART, ActivStudio).	Nicholas	7/1/2012	6/30/2014	\$43,000.00 Title I KETS General Funds SEEK		
2	Support teleconferencing hardware and facilitate the use of teleconferencing sessions between schools within the district and outside the district.	Nicholas	8/12/2012	5/30/2014	\$0 No Funding		

3	Maintain/install classroom cameras to serve needs of alternate education opportunities.		7/1/2012	6/30/2014			
4	Teachers/Schools will utilize software to record and share special student activities/events, newscasts, and instructional videos.	Nicholas	8/12/2012	5/30/2014	\$ 0 No Funding		

Component: Learning Environment
 Component Manager: Carole Hancock
 School: PULASKI COUNTY

Priority Need: 11

Empower teachers to integrate technology in instruction and learning activities on a regular basis.

Goal:

By May 2014, eWalk data will reflect that all teachers are integrating technology in instruction and learning activities on a regular basis.

Benchmark

Measure	Date	Projected Data	Actual data
eWalk data	5/30/2014	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District DTC/ATS will work with individual teachers and small learning communities to embed use of technology skills in lesson designs and student learning activities.	Nicholas	7/1/2012	6/30/2014	\$130,000.00 General Funds		
2	Provide information, training, and support to all teachers, administrators and students on streaming hardware, software and interactive web services for instructional integration.	Nicholas	8/12/2012	5/30/2014	\$0 No Funding		

Component: Efficiency
 Component Manager: Steve Butcher
 School: PULASKI COUNTY

Priority Need: 1

The district leadership will ensure increases in number of highly qualified teachers who are receiving high quality professional development.

Goal:

The district ranking report will reflect 100% highly qualified teachers in all positions. The district-level professional development data will reflect high-quality, focused professional development.

Benchmark			
Measure	Date	Projected Data	Actual data
District Ranking Report	10/30/2012	100	
Professional Development Records and Data	5/28/2014	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	All new teachers participate in the Pulaski County Schools Beginning Teacher Induction year-long professional development program, as well as, on-going district professional development with all researched-based practices.	Hancock Murphy Hess Polston	8/20/2012	5/30/2014	\$0. Funding		
2	Due to critical shortage areas in the state of Kentucky, predominately math, science and special education, all Pulaski County teachers hired under critical shortage needs will have an improvement plan and be enrolled in an accredited postsecondary institution to	Hancock	8/12/2012	5/30/2014	\$0. No Funding		

	obtain highly qualified certification.						
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Component: Efficiency
 Component Manager: Steve Butcher
 School: PULASKI COUNTY

Priority Need: 2

Provide equal distribution of highly qualified and effective teachers, by ensuring that low income and minority students are not taught at higher rates than other children are by non-highly qualified and inexperienced teachers.

Goal:

The district will ensure equal distribution of highly qualified and effective teachers, by ensuring that low income and minority students are taught by highly-qualified instructors as evidenced by the ranking report.

Benchmark			
Measure	Date	Projected Data	Actual data
Ranking Report	6/30/2013	100	
School Distribution Report	6/30/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	Pulaski County School District will recruit and retain highly qualified teachers and use them with class size reduction. Measures to recruit and retain highly qualified teachers will be through state and regional job fairs, teachers accredited postsecondary on-campus recruiting and district-level screening with use of School Recruiter and Teacher insights.	Patrick Richardson	7/1/2012	6/30/2014	\$14900 General Fund		

Component: Efficiency
 Component Manager: Steve Butcher
 School: PULASKI COUNTY

Priority Need: 3

There is limited evidence that the school board and/or SBDM councils have an intentional focus on student academic performance.

Goal:

By May 2013, school board meeting minutes and school council meeting minutes will reflect a standing item on the agenda for academic progress reports.

Benchmark

Measure	Date	Projected Data	Actual data
School Board meeting minutes	5/12/2013	100	
SBDM council meeting minutes	5/12/2013	100	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	District leadership will encourage and assist school leadership to conduct periodic self-assessments of its school council's policies and decisions to ensure their primary focus is on instructional matters that affect student academic performance.	Butcher Hancock	8/1/2012	7/30/2014	\$0 No Funding		
2	The School Board will include a standing item on board agendas for academic progress reports.	Butcher Hancock	8/15/2012	7/30/2014	\$0 No Funding		
3	District leadership will make systematic and frequent visits to school council activities and meetings to assure a consistent and intentional focus is on instructional matters that affect student academic performance.	Butcher Hancock	8/15/2012	7/30/2014	\$0 No Funding		

Component: Efficiency
 Component Manager: Steve Butcher
 School: PULASKI COUNTY

Priority Need: 4

The superintendent and district leadership have not held Pulaski County High School’s leadership accountable for improved student achievement.

Goal:

By May 2013, Pulaski County High School’s SBDM meeting minutes will reflect that the superintendent and district leadership holds Pulaski County High School’s leadership accountable for improved student achievement.

Benchmark			
Measure	Date	Projected Data	Actual data
SBDM Agenda/ meeting minutes	5/30/2013	100	
% increase in students meeting benchmarks.	9/30/2014	25	

GS No.	Strategy/Activity	Responsible Person	Start Date	End Date	Cost/Funding	I, IP, NI	Impact
1	The superintendent and district leadership will meet on a regular basis with the principal of Pulaski County High School and the school council.	Butcher Hancock Murphy	7/1/2012	6/30/2014	\$0 No Funding		
2	The superintendent will ensure that the principal monitors instructional practice and utilizes the evaluation process to hold teachers accountable for improved student achievement.	Butcher	8/1/2012	6/30/2014	\$0 No Funding		