



# **Comprehensive District Improvement Plan**

Johnson County

253 North Mayo Trail  
Paintsville, KY 41240

# TABLE OF CONTENTS

Introduction .....	1
 <b>Phase I - Equitable Access to Effective Educators District Diagnostic</b>	
Introduction .....	3
Equitable Access to Effective Educators - District .....	4
 <b>Phase I - GAP Target Assurance</b>	
Introduction .....	11
Gap Target Assurance .....	12
 <b>Phase I - Needs Assessment</b>	
Introduction .....	14
Data Analysis .....	15
Areas of Strengths .....	17
Opportunities for Improvement .....	18
Oversight and Monitoring .....	19
Conclusion .....	20
 <b>2016-2017 Johnson County CDIP</b>	
Overview .....	22
Goals Summary .....	23
Goal 1: All students in the Johnson County School District will become Career and College Ready (CCR) as measured by the K-PREP CCR 70.3 by 2017 .....	24

Goal 2: All students will demonstrate academic proficiency as measured by Next Generation Learner (NxGL) delivery targets for Combined Reading and Math P/D (Elem. 77.7%; JCMS 76.0%; JCHS 68.5%) by 2019. ....	24
Goal 3: Johnson County School District will remove barriers from learning by providing equitable access to effective teachers and a safe and supportive learning environment that maximizes each student's learning experience.....	28
Goal 4: Maintain a highly effective teaching staff by supporting professional learning to support and guide Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).....	31
Goal 5: Reduce the percent of district students' at the novice performance level in math and reading as measured by NxGL targets for Math (Elem. 5.75; JCMS 5.0; JCHS 16.5); Reading (Elem. 6.05; JCMS 8.3; and JCHS 16.65 by 2020. .	33
Goal 6: Students in Non-Duplicated Gap Groups will achieve Proficiency as measured by CRM % P/D (Elem 68.7%; JCMS 67.3% JCHS 65.8) by 2019.....	34
Goal 7: Increase the district's graduation rate as measured by the 4 Year Adjusted Cohort Graduation Rate of 96.9% by 2020.....	35
 Activity Summary by Funding Source.....	 36
 Activity Summary by School.....	 43
 <b>Phase II - Assurances - District</b>	
 Introduction.....	 54
 District Assurances.....	 55
 <b>Phase II - Compliance and Accountability - Districts</b>	
 Introduction.....	 62
 Planning and Accountability Requirements.....	 63
 <b>Executive Summary</b>	
 Introduction.....	 72
 Description of the School System.....	 73
 System's Purpose.....	 74
 Notable Achievements and Areas of Improvement.....	 75



## **Introduction**

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

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

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

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

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

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

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

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

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

## Introduction

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

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

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

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

**Equitable Access to Effective Educators - District**

Label	Assurance	Response	Comment	Attachment
District Equity Data (1)	<p>Complete the District Equity Data tab for this diagnostic. Include at least one other self-selected indicator for consideration.</p> <p>*Self-selected data could come from a variety of sources. It should be relevant to the needs of the district. Examples could include: principal, teacher or student demographic data; percentage of National Board Certified Teachers or Advanced Degrees; teacher or principal effectiveness data; TELL results; turnover data.</p> <p>**The district should complete the information in the chart ONLY for the subgroups reported in the School Report Card where the data has been suppressed to protect student identification required by the Family Educational Rights and Privacy Act (FERPA). Follow the steps below:</p>	I acknowledge that I have uploaded the District Equity Data.	2016 Johnson County Equitable Access attached	2016_Johnson_County_Equity_Diagnostic

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

We are fortunate in Johnson County to maintain 100% highly qualified teaching staff. This status with ongoing teacher professional learning and teachers that pursue advanced degrees beyond the required Masters Degree affords students equitable access to a quality education. At present Johnson County has 9 educators with doctorates, 11 National Board Certified Teachers with 34.4% of the teachers with Masters degrees and 47.% of the teachers with Rank I Degrees.

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

Johnson County School District is in rural eastern Kentucky with 100% highly effective teacher quality and 9.4% teacher turnover largely due to teacher retirement. The economic decline of this region results in fewer available jobs for families wanting to locate in eastern Kentucky. Johnson County competes for the best applicants based on the district's academic reputation, quality support and development of a highly effective teaching and learning staff, regionally competitive pay scale and a commitment to the futures of Johnson County students.



# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
Goal Setting (4)	<p>Complete the District Equity Goals tab for this diagnostic. Include at least one other self-selected indicator for consideration.</p> <p>*Self-selected data could come from a variety of sources. It should be relevant to the needs of the district. Examples could include: principal, teacher or student demographic data; percentage of National Board Certified Teachers or Advanced Degrees; teacher or principal effectiveness data; TELL results; turnover data.</p> <p>**The district should complete the information in the chart ONLY for the subgroups reported in the School Report Card where the data has been suppressed to protect student identification required by the Family Educational Rights and Privacy Act (FERPA). Follow the steps below:</p>	I acknowledge that I have uploaded the District Equity Goals Data.	2016 Johnson County District Equity Goals attached	2016_Johnson_County_District_Equity_Goals.xlsx

**Strategies and Activities** Equitable access to effective educators must be reflected in the Comprehensive District Improvement Plan. Strategies could include, but are not limited to, recruitment; hiring and placement of teachers and/or students; providing supports for on-going, job-embedded professional learning to improve teacher and leader effectiveness; and strategies to retain teacher and leaders, particularly in high needs schools. Once implemented, these should assist the district in meeting the goals set in the previous section. If there are strategies and activities within one of the five major goals of the CDIP, which adequately addresses equitable access, the district may select the appropriate goal, objective, strategies and activities.

OR

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

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

## Goal 1:

All students will demonstrate academic proficiency as measured by Next Generation Learner (NxGL) delivery targets for Combined Reading and Math P/D (Elem. 77.7%; JCMS 76.0%; JCHS 68.5%) by 2019.

## Measurable Objective 1:

demonstrate a proficiency in reading and math achievement by 05/31/2017 as measured by district K-PREP Combined Reading and Math (CRM) PD: 68.7% P/D Elementary; 66.3% P/D JCMS; 55.8% P/D JCHS.

## Strategy1:

Mastery Learning - Training that supports teacher adaptation of instructional and assessment strategies to improve student learning will be provided to all district certified employees on the goal of mastery learning as part of the instructional process starting in the 2017-2018 school year.

Category: Continuous Improvement

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to align curriculum, lessons, student daily work, and assessments to KCAS standards and to adapt instructional and assessment strategies to promote student learning.	Academic Support Program	06/01/2016	07/31/2018	\$20000 - District Funding	Teachers and administrators

## Measurable Objective 2:

collaborate to increase student achievement by 05/31/2016 as measured by exceeding the 2015 AMO Goal of 74.2..

## Strategy1:

Progress Monitoring - Progress monitoring as measured by various assessments (Kindergarten screener, K-2 testing data, K-PREP data, and common and formative local assessments) will be used to plan and adjust teaching and learning cycle.

Category: Continuous Improvement

Research Cited:

Activity - K-2 District Wide Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students.	Other - Assessment	08/01/2016	05/31/2018	\$10000 - General Fund \$20000 - Title I Part A	K-2 teachers and administrators

Activity - English Language Learners	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
ELL learners will be screened and the necessary support services provided that supports transitions in the areas of academic achievement and communication skills.	Academic Support Program	08/01/2012	05/31/2017	\$50000 - District Funding	Teachers, ELL Director

## Strategy2:

Enrichment and Intervention - Programs will be provided that meet the social, emotional and academic needs of students.

Category:

Research Cited:

Activity - Gifted and Talented	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support the academic achievement of G/T students	Academic Support Program	08/04/2014	05/31/2017	\$50000 - General Fund	Administrators, staff and G/T Coordinator

# Comprehensive District Improvement Plan

Johnson County

Activity - Special Education Admissions and Release	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Admissions and release committee will receive updated training on procedures for determining the least restrictive environment and appropriate instructional supports will ensure student success in the least restrictive environment.	Academic Support Program	08/01/2012	05/31/2018	\$500 - IDEA	Administrators, certified staff and DOSE

## Goal 2:

Johnson County School District will remove barriers from learning by providing a safe and supportive learning environment that maximizes each student's learning experience.

### Measurable Objective 1:

collaborate to reduce barriers to learning by 05/31/2017 as measured by Tell Surveys, Val-Ed Surveys, Student Voice Survey, FRC logs, safety drill logs, parent involvement sign-in sheets and a 10% reduction of chronic absenteeism..

### Strategy1:

Student Support Services - Support services will be provided based on student need and to reduce barriers to learning.

Category: Other - Learning Environment

Research Cited:

Activity - Academic Support Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, Rtl, ILPs, alternate placement, credit recovery etc.).	Academic Support Program	08/04/2014	03/30/2018	\$500000 - District Funding \$600000 - Title I Schoolwide	administration/staff

Activity - Reduce Chronic Absenteeism	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Reduce the number of students that are chronically absent (10%, ~17 days) by ten percent. The following supports will be provided: public service announcements to raise awareness; utilizing attendance data to focus on students who are at risk of being identified as chronic absentees (~10 days excused/unexcused absences) through the implementation of instructional and behavioral support programs.	Behavioral Support Program	01/04/2016	05/31/2018	\$2500 - General Fund	School level and district level staff

# Comprehensive District Improvement Plan

Johnson County

Activity - Other Support Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support services provided to students to reduce barriers to learning and promote wellness (counselors, nurses, FRC/FRYSC staff, Occupational Therapist, PT, Speech teachers, Early Childhood Services/transition, ELL support personnell and community partners) will work with individual students as well as groups of students to reduce barriers to learning as evidenced by sign-ins, schedules, and lesson/student plans.	Academic Support Program	08/01/2014	05/31/2018	\$650000 - District Funding	FRC/FRYSC Grants, IDEA staffing, District Funding

### Goal 3:

Ensure that all teachers and principals receive training and are provided support and guidance of the Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).

### Measurable Objective 1:

collaborate to support highly effective professionals (TPGES, PPGES, OPGES) by 06/30/2017 as measured by EPSB and PGES data.

### Strategy1:

Professional Learning Opportunities - Teacher leaders will participate in a variety of networks and act as leaders in providing in-district training.

Category: Continuous Improvement

Research Cited:

Activity - Aspiring Leadership Cadre	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support the professional growth of personnel interested in developing leadership skills.	Professional Learning	08/03/2015	05/31/2018	\$500 - Title II Part A	Superintendent and district administrators

Activity - Science District PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments.	Professional Learning	08/03/2015	07/27/2018	\$5000 - Title II Part A	District administrators, Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woolter

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher adaptation of instructional and assessment strategies to improve student learning.	Academic Support Program	06/01/2017	05/31/2018	\$20000 - District Funding	Certified Staff

### Strategy2:

Administrative Support Networks - Support the implementation of KCAS standards, PGES and highly effective teaching and learning through collaboration with various networks.

# Comprehensive District Improvement Plan

Johnson County

Category: Professional Learning & Support

Research Cited:

Activity - District Leadership Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement, community involvement etc.	Professional Learning	08/03/2015	07/31/2017	\$2000 - Title II Part A	District administrators

Activity - Leadership Networks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/30/2017	\$3000 - District Funding \$15000 - Title II Part A \$15000 - IDEA \$500 - Title I Part A	Identified district leaders

# **Phase I - GAP Target Assurance**

## **Introduction**

Pursuant to KRS 158.649 (9) The superintendent shall report to the commissioner of education if a school fails to meet its targets to reduce the gap in student achievement for any student group for two (2) consecutive years. The schools improvement plan shall be subject to review and approval by the Kentucky Department of Education and the school shall submit an annual status report. The Department of Education may provide assistance to schools as it deems necessary to assist the school in meeting its goals.

Gap Target Assurance

Label	Assurance	Response	Comment	Attachment
	As superintendent of the district, I hereby certify that:	The following school(s) have failed to meet their gap target for two (2) consecutive years and are listed in the text box provided below	Highland Elementary 2015-2016 6% and 2014-2015 9.1% short of the Gap P/D delivery targets Porter Elementary 2015-2016 5.1% and 2014-2015 14.8% short of the Gap P//D delivery targets Johnson County Middle School 2015-2016 5.7% and 2014-2015 1.8% short of the Gap P/D delivery target Johnson Central High School 2015-201 10.1% and 2014-2014 5.1% short of the Gap P/D delivery target	



# **Phase I - 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?**

Next Generation Learner assessment components are carefully analyzed to determine areas of strength and weaknesses in order to support the academic achievement of district students and the professional learning of our teachers. While the district has much to celebrate with many outstanding accomplishments the district improvement plan's needs assessment identified areas of growth as outlined in the goals and objectives for the 2016-2017 Johnson County CDIP. Based on the five required KDE goals the following was determined based on K-PREP Next Generation Learner targets.

1. Career and College Ready (CCR) since the baseline set in 2015 of 62.9 we have yet to meet the CCR delivery target. Currently the 2016 delivery target for CCR of 66.6 was not met and indeed the actual score was a 59.6. The CCR of 59.6 for 2016 needs to increase to 70.3 for 2016-2017.
2. K-PREP % Proficient/Distinguished (P/D) for combined reading and math results were set with baseline data in 2013-2014. District elementary schools were close to meeting their 2014-2015 delivery target with a 58.6 of the goal set at 59.8; in 2015-2016 the delivery target was met with a 64.9 and the goal for 2016-2017 is 68.7. Each of these years found district elementary schools above the actual scores for the state average. JCMS has exceeded state averages each year since setting their baseline at 41.9 unfortunately this has not resulted in meeting their annual delivery targets (2014-2015 52.9 short of the 56.7 delivery target; 2015-2016 58.1 not the delivery target of 61.5. JCMS has made steady progress each year but must address the challenge of meeting the 66.3 delivery target for 2016-2017. JCHS has not met the CRM PD% delivery target since the baseline was set in 2014-2015 at 36.9; 2014-2015 JCHS 40.7 delivery target was 43.2; 2015-2015 JCHS 47.5 delivery target 51.6 however great progress from 2015 to 2016. JCHS has implemented strategies to meet the 55.8 2017 delivery target.
3. Non-Duplicated Gap Group P/D in Combined Reading and Math baseline for district schools was set in 2014. Elementary gap group P/D % delivery targets for CRM found 2014-2015 close to the delivery target of 55.4 at 54.1; the delivery target of 60.3 for 2015-2016 was met at 60.5 and the goal is set to meet the 2017 goal of 65.3. Further review found that males and students with disabilities did not meet the delivery target for CRM. Reading and math were areas identified for males and students with disabilities. Math was also an area that females and free and reduced lunch populations did not meet the delivery target for 2016. The middle school delivery targets have not been met since the baseline was set at 46.5. 2015-2015 P/D% for CRM was 48 slightly under the 51.9 delivery target but above the state average; 2015-2016 CRM P/D % in gap populations increased to 54.3 but was short of the 57.2 target with 62.6 the delivery target for 2017. Sub-group populations did not meet the delivery targets for math or reading. JCHS gap population P/D% for CRM was set with the baseline of 31.5 in 2014 and each year has increased their performance but under the anticipated annual delivery targets (2014-2015 33.3 delivery target 38.4; 2015-2016 34.7 delivery target 45.2) this makes achieving the 2017 delivery target of 52.1 challenging. None of the sub-group populations met the delivery targets for reading or math.
4. Novice Reduction in all populations has identified targets to meet the 2020 reduction of novice performances levels by 50%. The elementary schools were set a baseline of 12.1 in reading and 11.5 in math in 2015. Novice reduction was met in both reading 10.9% and math 9.4% in 2016. JCMS baseline for novice reduction was set at 16.6% in reading and 10.1% in math. In 2016 reading novice reduction was met with 14.3% while math increased to 10.7%. 2017 goals are set to meet novice reduction in reading of 13% and math 8%. JCHS did not meet either the reading or math novice reduction targets for 2015-2016. The baseline for reading was set at 33% and math 32% in 2016 reading stayed at 33% while math increased to 38%. Target novice reduction goals for 2017 for reading 26% and math 25%.
5. The Four Year Adjusted Cohort Graduation Rate was set at 95.3 in 2014 since then the delivery target has not been met. 2015 data was successful with a 96.3 just .5 from the delivery target of 96.8 yet 2016 found a decline to 82.7 well of the 95.8 goal.

TELL Kentucky Survey results demonstrate a highly effective and advanced degree staff. The goal is to continue developing aligned assessment and a cultural shift to mastery learning. Students will have a voice in the assessment process and set achievement goals that lead to successful achievement of standards and processes such as critical thinking.

## **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?**

Johnson County School District achieved a Distinguished Accountability Performance built on the following performances : Central Elementary School of Distinction/High Progress; Flat Gap Elementary School of Distinction; Highland Elementary School of Distinction/High Progress; Meade Memorial Elementary School of Distinction; Porter Elementary School of Distinction/High Progress; W.R. Castle Elementary Distinguished; and Johnson Central High School (JCHS) Proficient. Central Elementary and Meade Elementary met or exceeded all the KDE Goals for 2016. Detailed analysis at individual schools determines the goals and objectives to sustain their areas of strength and focus on needs for improvement. Johnson County School District offers a variety of programs to address the needs of all students. A critical analysis of data is essential in providing focus and vision for schools especially in providing support for student achievement. Schools have implemented strategies that address issues related to achievement among gap populations, grade level responses to interventions, and students who need specific interventions to achieve to their fullest potential. Johnson County School District promotes the teacher and administrator participation in regional and state initiatives that will help sustain our district's growth. Currently we have teachers attending PIMSER math and science trainings; KVEC initiatives; KEDC trainings; Global Competency; Next Generation Leadership, etc. We also have two technology integration specialist that support the creative use of technology in the classroom with 1:1 computer devices for grades 7-12. These opportunities of themselves impact individual groups of teachers who then train within the district to support other teachers.

## **Opportunities for Improvement**

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

Accountability is just one indicator of a district's success. The areas of growth identified in the CDIP focused the district on the needs of our students. The KDE Goals are critical to the success of students and while they are monitored through the improvement planning process must impact classroom practices. Johnson County was selected as a member of the Next Generation Leadership Districts Network. Each member district was charged with developing a problem of practice and Johnson County selected competency based learning focusing assessment practices on student learning. Mastery learning is an opportunity to align assessment practices to promote the academic achievement of district students. This district wide initiative will provide training and develop common understandings in regards to instructional practices and students' role in the learning process.

The district has areas of improvement have been identified with actions began to address the needs of our students. Currently, Johnson County is providing support for STEM education through the focus on Science 3 dimensional learning (Science and Engineering Practices, Disciplinary Core Ideas and Crosscutting Practices). The future of assessment in Kentucky most likely will be modeled after the science assessment practices of classroom assessments, Through Course Tasks, and Summative Assessments. The practice of 3 Dimensional Learning will develop students critical thinking skills and promote student achievement. This will impact student's critical thinking skills and support appropriate instructional practices that support next generation learners.

Program reviews of Arts & Humanities, Practical Living, Writing and Primary Program have yielded proficient or distinguished results based on inspiring programs within the district that have yielded amazing performances and opportunities for area students. The program review for Global Competency and World Language is marked needs improvement at all levels in our district. Due to the rubric design for Global Competency it is difficult to achieve the lofty goals identified as proficient or distinguished. District teachers are incorporating technology to Skype with classes from other countries and studying the diverse cultures around the world that address global competency. However, due to Johnson County's rural setting it is difficult to achieve the qualities of a proficient program that incorporates world language. A district steering committee will identify opportunities for growth in global competency and world language programs.

## Oversight and Monitoring

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

The continued success of the Johnson County School District is carefully monitored as it is the expected outcome of our teachers, staff, administrators, students, parents and community members. The valued heritage of academic excellence in education for rural Appalachian students is supported by multiple initiatives. At the school level there are various strategies implemented to target student achievement: ongoing data analysis, formative assessment, differentiated instruction, grade level/content area professional learning communities (PLCs), Response to Interventions (RtI), and enrichment/intervention opportunities. District PLC opportunities for content area growth are part of the teacher collaboration instructional release days the district has implemented for the third year. The calendar includes six days where early student release provides time for teachers to network and address instructional needs. This year one focus was the implementation of STEMscopes for grades K-8 and the review of the new science assessment practices including review of Through Course Tasks. There are also vertical networking between grades to support the development of curriculum and identify strengths and weakness of content area programs. Each of the district schools is assigned a liaison from the district office. The superintendent/designee is part of the school to collaborate with principals in order to support continuous school improvement and educational initiatives. District leadership meetings conducted monthly disseminate information gained from the various leadership networks and KDE (Instructional Leadership Support Network, Principal Network, Superintendent Meetings, etc.) to district leaders to be shared with all stakeholders. The District Assessment Coordinator provides ongoing assessment updates and facilitates the data analysis throughout the district. This year the Next Generation Leadership will identify leadership teams in each school to support assessment literacy and mastery learning with a mandatory six hour training for all district teachers this summer.

## Conclusion

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

The continued development of the district strategic plan will reflect the core values of district personnel, parents, and community members. Through careful analysis the district team has identified areas of improvement at each level (elementary, middle and high) that supports district students in achieving college and career readiness. These areas relate to student achievement within all populations. The district needs to refine the implementation of assessment for learning. Students need to be involved in the assessment process and teachers need to adapt instructional and assessment strategies to support the achievement of all students. The Next Generation Leadership team plans are to develop cohorts within the district to support this initiative with leadership teams in each building. All teachers are required to attend mandatory training this summer on Grading and Reporting Student Progress to Enhance Learning facilitated by Dr. Thomas R. Guskey. The goal is for teachers to consider carefully the most important purposes of grading, explore how to communicate accurate and complete information, learn to use grading as an incentive for improved student learning, examine the relationship between grading and assessment, consider carefully the most important purposes of grading, explore how to communicate accurate and complete information and learn to use grading as an incentive for improved student learning.

Continued academic growth will be supported through school level initiatives, district PLCs, networking with regional and state partners to ensure rigorous and aligned instruction to KCAS standards. One district initiative supports students in achieving the required ACT benchmarks. All sophomores and juniors are given a mock ACT and the district is providing funding for all incoming juniors to take the ACT (June or December following their sophomore year). This data will be analyzed to provide targeted interventions in the student's specific areas of need (before/after school, ACT prep by content area in coursework etc). The strategic plan incorporates financial considerations that reflect a very real concern of "doing more with less." The economics of our district and budget cuts must reflect sound decisions. Staffing concerns for future consideration have resulted in various networking strategies and expanding our recruitment footprint and communications systems to provide access to a global field of applicants for any and all positions. Our online program posts available positions and provides online applications to be completed. District administrators also plan One on One Visits to all Education Training Institutions within 150 mile radius, attendance at all Career Fairs in 150 mile radius, to acquire and analyze retirement data of all eligible to retire within 5 years and to advertise anticipated positions on the web. Community engagement is vital to the success of our school system.



# **2016-2017 Johnson County CDIP**

## **Overview**

### **Plan Name**

2016-2017 Johnson County CDIP

### **Plan Description**

## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students in the Johnson County School District will become Career and College Ready (CCR) as measured by the K-PREP CCR 70.3 by 2017.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$15500
2	All students will demonstrate academic proficiency as measured by Next Generation Learner (NxGL) delivery targets for Combined Reading and Math P/D (Elem. 77.7%; JCMS 76.0%; JCHS 68.5%) by 2019.	Objectives: 5 Strategies: 6 Activities: 9	Organizational	\$356000
3	Johnson County School District will remove barriers from learning by providing equitable access to effective teachers and a safe and supportive learning environment that maximizes each student's learning experience.	Objectives: 1 Strategies: 6 Activities: 12	Organizational	\$3629500
4	Maintain a highly effective teaching staff by supporting professional learning to support and guide Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).	Objectives: 1 Strategies: 2 Activities: 6	Organizational	\$62000
5	Reduce the percent of district students' at the novice performance level in math and reading as measured by NxGL targets for Math (Elem. 5.75; JCMS 5.0; JCHS 16.5); Reading (Elem. 6.05; JCMS 8.3; and JCHS 16.65 by 2020.	Objectives: 2 Strategies: 2 Activities: 2	Academic	\$20000
6	Students in Non-Duplicated Gap Groups will achieve Proficiency as measured by CRM % P/D (Elem 68.7%; JCMS 67.3% JCHS 65.8) by 2019.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$20000
7	Increase the district's graduation rate as measured by the 4 Year Adjusted Cohort Graduation Rate of 96.9% by 2020.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$100000

## Goal 1: All students in the Johnson County School District will become Career and College Ready (CCR) as measured by the K-PREP CCR 70.3 by 2017.

### Measurable Objective 1:

demonstrate a proficiency In Career and College Readiness by 06/30/2017 as measured by 2017 CCR target of 70.3.

### Strategy 1:

CCR Progress Monitoring - Student placement, coursework schedules, and multiple assessment measures will be utilized to evaluate and increase student achievement of "Career and College" readiness benchmarks by JCHS staff and administration as monitored and evaluated through content area PLCs and school level learning communities.

Category: Continuous Improvement

Activity - CCR Measures	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for students to develop skills necessary to demonstrate CCR (ACT prep, KYOTE, KOSSA, Compass etc.). Schools: Johnson County Middle School, Johnson Central High School	Academic Support Program	08/03/2015	05/31/2018	\$500	General Fund	Administration and staff

Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide incoming juniors the opportunity to take the ACT (June or December) so that targeted interventions can be provided in the student's area of need. Schools: Johnson Central High School	Academic Support Program	12/29/2015	05/31/2018	\$10000	General Fund	JCHS administrators

Activity - Industry Certifications	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
By 2018 the district will increase the number of student earning industry certifications by at least 20% as a means to equip students with the job skills necessary to compete in today's technological economy. Schools: Johnson County Alternative School, Johnson Central High School	Career Preparation/Orientation	08/01/2016	05/31/2018	\$5000	District Funding	JCHS Administration and certified staff

## Goal 2: All students will demonstrate academic proficiency as measured by Next Generation Learner (NxGL) delivery targets for Combined Reading and Math P/D (Elem. 77.7%; JCMS 76.0%; JCHS 68.5%) by 2019.

# Comprehensive District Improvement Plan

Johnson County

## Measurable Objective 1:

demonstrate a proficiency in reading and math achievement by 05/31/2017 as measured by district K-PREP Combined Reading and Math (CRM) PD: 68.7% P/D Elementary; 66.3% P/D JCMS; 55.8% P/D JCHS.

### Strategy 1:

Mastery Learning - District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.

Category: Continuous Improvement

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to align curriculum, lessons, student daily work, and assessments to KCAS standards and to adapt instructional and assessment strategies to promote student learning.  Schools: All Schools	Academic Support Program	06/01/2016	07/31/2018	\$20000	District Funding	Teachers and administrators

## Measurable Objective 2:

demonstrate a proficiency in district science achievement of proficient/distinguished by 05/31/2017 as measured by 53.8% P/D Biology EOC..

### Strategy 1:

Next Generation Science - Align science resources (curriculum, pacing guides) using 3 dimensional learning (SEP, DCI, CCC) and model assessment practices that promote student thinking.

Category: Professional Learning & Support

Activity - Science 3D Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District leadership team and all district science teachers will analyze new NGSS in order to prepare pacing guides and align curriculum resources.  Schools: All Schools	Professional Learning	01/11/2013	05/31/2018	\$5000	Title II Part A	Continued work with the future of assessment utilizing 3 Dimensional Learning Model in science and balanced assessment practices.

## Comprehensive District Improvement Plan

Johnson County

Activity - STEMscopes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.  Schools: Highland Elementary School, W R Castle Memorial Elementary School, Flat Gap Elementary School, Johnson County Middle School, Porter Elementary School, Central Elementary School	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	District Funding	K-8 teachers and administration

### Measurable Objective 3:

demonstrate a proficiency in district social studies achievement of proficient/distinguished by 05/31/2017 as measured by K-PREP Social Studies P/D 80.1% Elem, 76.3% JCMS, and 71.9% JCHS EOC.

### Strategy 1:

Social Studies Alignment - Align curriculum (pacing and resources) to anticipated social studies standards. The staff and administration will implement, monitor and evaluate this processes through content area PLCs and school/district level learning communities.

Category: Continuous Improvement

Activity - Social Studies Standards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Support professional growth in relation to aligning current social studies standards with new standards guidelines.  Schools: All Schools	Professional Learning	06/03/2013	05/31/2018	\$500	District Funding	K-12 social studies teachers

### Measurable Objective 4:

demonstrate a proficiency in district writing achievement of proficient/distinguished by 05/31/2017 as measured by K-PREP Writing P/D 68.5% Elem; 70.8% JCMS and 58.6% JCHS..

### Strategy 1:

Writing Literacy Plan - Teachers will support modes of writing across the curriculum using the guidance of the KCAS writing standards and the district/school literacy plan. The staff and administration will implement, monitor and evaluate this processes through content area PLCs and school/district level learning communities.

Category: Continuous Improvement

Activity - Writing Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District teachers will implement effective writing strategies based on school/district literacy plan.  Schools: All Schools	Academic Support Program	08/01/2012	05/31/2018	\$0	No Funding Required	District Literacy Plan Team, School level Literacy Plan team, and all teachers

# Comprehensive District Improvement Plan

Johnson County

## Measurable Objective 5:

collaborate to increase student achievement by 05/31/2016 as measured by exceeding the 2015 AMO Goal of 74.2..

### Strategy 1:

Progress Monitoring - Progress monitoring as measured by various assessments (Kindergarten screener, K-2 testing data, K-PREP data, and common and formative local assessments) will be used to plan and adjust teaching and learning cycle.

Category: Continuous Improvement

Activity - K-2 District Wide Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..  Schools: Highland Elementary School, W R Castle Memorial Elementary School, Flat Gap Elementary School, Porter Elementary School, Central Elementary School	Other - Assessment	08/01/2016	05/31/2018	\$30000	General Fund, Title I Part A	K-2 teachers and administrators

Activity - English Language Learners	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL learners will be screened and the necessary support services provided that supports transitions in the areas of academic achievement and communication skills. The district coordinator, staff and administration will implement, monitor and evaluate this process.  Schools: All Schools	Academic Support Program	08/01/2012	05/31/2018	\$50000	District Funding	Teachers, ELL Director

### Strategy 2:

Enrichment and Intervention - Programs will be provided that meet the social, emotional and academic needs of students.

Category:

Activity - Special Education Admissions and Release	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Admissions and release committee will receive updated training on procedures for determining the least restrictive environment and appropriate instructional supports will ensure student success in the least restrictive environment. The Special Education Director, staff and administration will implement, monitor and evaluate these plans.  Schools: All Schools	Academic Support Program	08/01/2012	05/31/2018	\$500	IDEA	Administrators, certified staff and DOSE

Activity - Gifted and Talented	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--------------------------------	---------------	------------	----------	-------------------	-------------------	-------------------

## Comprehensive District Improvement Plan

Johnson County

Support the identification and academic achievement of G/T students. The Gifted and Talented Coordinator, staff and administration will implement, monitor and evaluate these plans.  Schools: All Schools	Academic Support Program	08/04/2014	05/31/2018	\$50000	General Fund	Administrator s, staff and G/T Coordinator
--	--------------------------	------------	------------	---------	--------------	--

### Goal 3: Johnson County School District will remove barriers from learning by providing equitable access to effective teachers and a safe and supportive learning environment that maximizes each student's learning experience.

#### Measurable Objective 1:

collaborate to reduce barriers to learning by 05/31/2017 as measured by Tell Surveys, Val-Ed Surveys, Student Voice Survey, FRC logs, safety drill logs, parent involvement sign-in sheets and a 10% reduction of chronic absenteeism..

#### Strategy 1:

School Safety - Provide a safe and secure learning environment through various measures (safety drills, hotline, professional learning) as implemented and monitored by administration.

Category: Management Systems

Activity - Building and Campus Security	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.  Schools: Highland Elementary School, W R Castle Memorial Elementary School, Flat Gap Elementary School, Johnson County Middle School, Johnson Central High School, Porter Elementary School, Central Elementary School	Other	08/03/2015	05/31/2018	\$50000	General Fund	Administration , administrative staff and security guards
Activity - Safety Drills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with local EMP and facilitate the district safety plan through routine safety drills.  Schools: All Schools	Policy and Process	08/05/2013	05/31/2018	\$0	No Funding Required	Administration and all district personnel

#### Strategy 2:

Community Connections - Increase communications with parents and community partners to facilitate optimal student learning opportunities. The staff and administration will actively encourage connections with parents and the community as monitored and evaluated by staff and administration.

Category: Stakeholder Engagement



## Comprehensive District Improvement Plan

Johnson County

Activity - Parent/Community Communications	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide positive communications with parents through Open Houses, Eagle Express, School Messenger, Newsletters, JC TV, radio announcements and extra-curricular opportunities in order to promote student achievement.  Schools: All Schools	Parent Involvement	08/01/2014	05/31/2018	\$21000	Title I Part A, District Funding	All Staff

### Strategy 3:

Student Support Services - Support services will be provided based on student need and to reduce barriers to learning.

Category: Other - Learning Environment

Activity - Academic Support Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, RtI, ILPs, alternate placement, credit recovery etc.). Monitored and evaluated by staff and administration based on guidelines within each area.  Schools: All Schools	Academic Support Program	08/04/2014	03/30/2018	\$1100000	Title I Schoolwide, District Funding	administration /staff

Activity - Other Support Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Support services provided to students to reduce barriers to learning and promote wellness (counselors, nurses, FRC/FRYSC staff, Occupational Therapist, PT, Speech teachers, Early Childhood Services/transition, ELL support personell and community partners) will work with individual students as well as groups of students to reduce barriers to learning as evidenced by sign-ins, schedules, and lesson/student plans.  Schools: All Schools	Academic Support Program	08/01/2014	05/31/2018	\$650000	District Funding	FRC/FRYSC Grants, IDEA staffing, District Funding

Activity - Reduce Chronic Absenteeism	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reduce the number of students that are chronically absent (10%, ~17 days) by ten percent. The following supports will be provided: public service announcements to raise awareness; utilizing attendance data to focus on students who are at risk of being identified as chronic absentees (~10 days excused/unexcused absences) through the implementation of instructional and behavioral support programs. Monitored and evaluated daily with targeted interventions by staff, attendance clerk and administration.  Schools: All Schools	Behavioral Support Program	01/04/2016	05/31/2018	\$2500	General Fund	School level and district level staff

# Comprehensive District Improvement Plan

Johnson County

## Strategy 4:

Enrichment Programs - Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, bank, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.

Category: Stakeholder Engagement

Activity - Extracurricular Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, bank, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.  Schools: All Schools	Extra Curricular	08/01/2012	05/31/2018	\$150000	General Fund	Administration and staff

## Strategy 5:

Technology - Upgrades to technology in accordance to district plan and facilitate the 1:1 initiative 7-12 as well as the provide devices for a 1:1 initiative at grades 4-6.

Category: Integrated Methods for Learning

Activity - District Technology Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Upgrade system in accordance to district technology plan, support the implementation of the 1:1 initiative for grades 7-12 and expand the 1:1 initiative to grades 4-6. The technology plan will be implemented, evaluated, and monitored by district administration and district technology coordinator.  Schools: All Schools	Academic Support Program	08/01/2013	05/31/2018	\$306000	KETS, District Funding	District Technology Coordinator and other administrative personnel

Activity - Technology Integration Specialists	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Technology Integration Specialists will provide support to district teachers on the integration of technology into the classroom. Monitored and evaluated by Title II Personnel Activity Report and district administration.  Schools: All Schools	Academic Support Program, Technology	08/03/2015	05/31/2018	\$150000	Title II Part A	TIS personnel (full and half time positions) and district administrators

## Strategy 6:

Nutrition and Wellness - Reduce barriers to learning by supporting the health and wellness of students.

Category: Persistence to Graduation

Activity - School Lunch Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------------	---------------	------------	----------	-------------------	-------------------	-------------------

## Comprehensive District Improvement Plan

Johnson County

Provide free breakfast and lunch program to all Johnson County Students through the National School Lunch Program. Monitored and evaluated by School Health Coordinator, cafeteria personnel and administration.  Schools: All Schools	Other - School Lunch Program	08/01/2012	05/31/2018	\$1200000	Other	Food Services Director and district administrators
<b>Activity - Coordinated School Health</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>
Partner with Coordinated School Health Team (state, local health department) to provide learning opportunities related to wellness.  Schools: All Schools	Behavioral Support Program	11/01/2013	05/31/2018	\$0	Other	All administration and staff
<b>Activity - School Health and Wellness Analysis</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>
Support the health and wellness of students through careful monitoring of nutrition and to increase the daily physical activity opportunities of students as evidenced by schedules and the annual wellness and physical activity review.  Schools: All Schools	Policy and Process	08/05/2013	05/31/2018	\$0	Grant Funds	Food Service Director and district staff.

## Goal 4: Maintain a highly effective teaching staff by supporting professional learning to support and guide Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).

### Measurable Objective 1:

collaborate to provide equitable access to highly effective professionals (TPGES, PPGES, OPGES) by 06/30/2017 as measured by EPSB and PGES data.

### Strategy 1:

Administrative Support Networks - Support the implementation of KCAS standards, PGES and highly effective teaching and learning through collaboration with various networks (i.e. Global Competency, Science, PIMSER, KEDC, KVEC, Social Studies, Math).

Category: Professional Learning & Support

<b>Activity - Leadership Networks</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>
Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).  Schools: All Schools	Professional Learning	08/01/2013	06/29/2018	\$33500	Title I Part A, IDEA, Title II Part A, District Funding	Identified district leaders

## Comprehensive District Improvement Plan

Johnson County

Activity - District Leadership Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement, community involvement etc.  Schools: All Schools	Professional Learning	08/03/2015	05/31/2018	\$2000	Title II Part A	District administrators

### Strategy 2:

Professional Learning Opportunities - Teacher leaders will participate in a variety of networks and act as leaders in providing in-district training.

Category: Continuous Improvement

Activity - Science District PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments. The staff and administration will implement, monitor and evaluate this processes through content area PLCs and school/district level learning communities.  Schools: All Schools	Professional Learning	08/03/2015	07/27/2018	\$5000	Title II Part A	District administrators , Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woofter

Activity - Aspiring Leadership Cadre	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Support the professional growth of personnel interested in developing leadership skills.  Schools: All Schools	Professional Learning	08/03/2015	05/31/2018	\$500	Title II Part A	Superintendent and district administrators

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.  Schools: All Schools	Academic Support Program	06/01/2017	05/31/2018	\$20000	District Funding	Certified Staff

## Comprehensive District Improvement Plan

Johnson County

Activity - World Language and Global Competency	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A district steering committee will identify opportunities for growth in global competency and world language programs. Members will attend Global Competency/World Language Network Meetings at KEDC and facilitate district growth in this area..  Schools: All Schools	Academic Support Program	08/01/2016	05/31/2018	\$1000	District Funding	Shauna Patton, Debbie Lemaster

### **Goal 5: Reduce the percent of district students' at the novice performance level in math and reading as measured by NxGL targets for Math (Elem. 5.75; JCMS 5.0; JCHS 16.5); Reading (Elem. 6.05; JCMS 8.3; and JCHS 16.65 by 2020.**

#### **Measurable Objective 1:**

10% of All Students will demonstrate a behavior that reduces novice performance in Reading and in Mathematics by 05/31/2017 as measured by K-PREP Novice Performance in Math (Elem 9.2%; MS 8.0%; HS 25.6%) and Reading (Elem 9.6%, JCMS 13.2% and JCHS 2i6.3%).

#### **Strategy 1:**

Collection and Use of Data - Teachers adapt instructional and assessment strategies to improve student outcomes with mastery learning that carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning.

Category: Continuous Improvement

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.  Schools: All Schools	Academic Support Program	06/19/2017	05/31/2018	\$20000	District Funding	Patton, Music, Salyer, Holbrook, McClure, Jones (NxGL Team), School level leadership teams, all staff and administration

**Measurable Objective 2:**

A 10% increase of All Students will demonstrate a proficiency that reduces novice performance level in Reading by 05/31/2017 as measured by NxGL targets (Elem 9.6%; JCMS 13.2%; JCHS 26.3%).

**Strategy 1:**

Progress Monitoring - Schools will monitor the progress of students teacher adaptation of instructional and assessment strategies to improve student learning.

Category: Career Readiness Pathways

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher adaptation of instructional and assessment strategies to improve student learning. Schools: All Schools	Academic Support Program	06/01/2017	05/31/2018	\$0		certified staff and administrators

**Goal 6: Students in Non-Duplicated Gap Groups will achieve Proficiency as measured by CRM % P/D (Elem 68.7%; JCMS 67.3% JCHS 65.8) by 2019.**

**Measurable Objective 1:**

demonstrate a proficiency that increases P/D performance by 06/30/2017 as measured by K-PREP Non-Duplicated Gap CRM % P/D (Elem 65.3; JCMS 62.6 and JCHS 52.1).

**Strategy 1:**

Progress Monitoring - Identify and support Gap Populations performance through teacher adaptation of instructional and assessment strategies to improve student learning. Teachers carefully consider the most important purposes of grading, explores how to communicate accurate and complete information, learn to use grading as an incentive for improved student learning, examine the relationship between grading and assessment, consider carefully the most important purposes of grading, explore how to communicate accurate and complete information, and learn to use grading as an incentive for improved student learning.

Category: Continuous Improvement

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
-----------------------------	---------------	------------	----------	-------------------	-------------------	-------------------

**Comprehensive District Improvement Plan**

Johnson County

<p>To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.</p>	<p>Academic Support Program</p>	<p>08/01/2016</p>	<p>05/31/2018</p>	<p>\$20000</p>	<p>District Funding</p>	<p>Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .</p>
<p>Schools: Highland Elementary School, W R Castle Memorial Elementary School, Flat Gap Elementary School, Johnson County Middle School, Johnson County Alternative School, Johnson Central High School, Porter Elementary School, Central Elementary School</p>						

**Goal 7: Increase the district's graduation rate as measured by the 4 Year Adjusted Cohort Graduation Rate of 96.9% by 2020.**

**Measurable Objective 1:**

improve graduation rate to 96.1 by 06/30/2017 as measured by the 4 year adjusted cohort graduation rate model.

**Strategy 1:**

Mastery Learning - District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.

Category: Persistence to Graduation

Activity - Freshman Cohort Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Support graduation rate through aligned assessment, career pathways and development of individual learning plans.</p>	<p>Academic Support Program</p>	<p>08/01/2016</p>	<p>05/31/2018</p>	<p>\$100000</p>	<p>District Funding</p>	<p>Certified Staff</p>
<p>Schools: Johnson County Alternative School, Johnson Central High School</p>						

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Academic Support Services	Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, Rtl, ILPs, alternate placement, credit recovery etc.). Monitored and evaluated by staff and administration based on guidelines within each area.	Academic Support Program	08/04/2014	03/30/2018	\$600000	administration /staff
<b>Total</b>					<b>\$600000</b>	

### District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Mastery Learning	District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.	Academic Support Program	06/19/2017	05/31/2018	\$20000	Patton, Music, Salyer, Holbrook, McClure, Jones (NxGL Team), School level leadership teams, all staff and administration
Industry Certifications	By 2018 the district will increase the number of student earning industry certifications by at least 20% as a means to equip students with the job skills necessary to compete in today's technological economy.	Career Preparation/Orientation	08/01/2016	05/31/2018	\$5000	JCHS Administration and certified staff



# Comprehensive District Improvement Plan

Johnson County

Other Support Services	Support services provided to students to reduce barriers to learning and promote wellness (counselors, nurses, FRC/FRYSC staff, Occupational Therapist, PT, Speech teachers, Early Childhood Services/transition, ELL support personnell and community partners) will work with individual students as well as groups of students to reduce barriers to learning as evidenced by sign-ins, schedules, and lesson/student plans.	Academic Support Program	08/01/2014	05/31/2018	\$650000	FRC/FRYSC Grants, IDEA staffing, District Funding
Academic Support Services	Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, Rtl, ILPs, alternate placement, credit recovery etc.). Monitored and evaluated by staff and administration based on guidelines within each area.	Academic Support Program	08/04/2014	03/30/2018	\$500000	administration /staff
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
Mastery Learning	District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.	Academic Support Program	06/01/2017	05/31/2018	\$20000	Certified Staff
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration

# Comprehensive District Improvement Plan

Johnson County

Parent/Community Communications	Provide positive communications with parents through Open Houses, Eagle Express, School Messenger, Newsletters, JC TV, radio announcements and extra-curricular opportunities in order to promote student achievement.	Parent Involvement	08/01/2014	05/31/2018	\$20000	All Staff
Mastery Learning	Teachers will continue to align curriculum, lessons, student daily work, and assessments to KCAS standards and to adapt instructional and assessment strategies to promote student learning.	Academic Support Program	06/01/2016	07/31/2018	\$20000	Teachers and administrators
Social Studies Standards	Support professional growth in relation to aligning current social studies standards with new standards guidelines.	Professional Learning	06/03/2013	05/31/2018	\$500	K-12 social studies teachers
Freshman Cohort Support	Support graduation rate through aligned assessment, career pathways and development of individual learning plans.	Academic Support Program	08/01/2016	05/31/2018	\$100000	Certified Staff
World Language and Global Competency	A district steering committee will identify opportunities for growth in global competency and world language programs. Members will attend Global Competency/World Language Network Meetings at KEDC and facilitate district growth in this area..	Academic Support Program	08/01/2016	05/31/2018	\$1000	Shauna Patton, Debbie Lemaster
District Technology Plan	Upgrade system in accordance to district technology plan, support the implementation of the 1:1 initiative for grades 7-12 and expand the 1:1 initiative to grades 4-6. The technology plan will be implemented, evaluated, and monitored by district administration and district technology coordinator.	Academic Support Program	08/01/2013	05/31/2018	\$153000	District Technology Coordinator and other administrative personnel
English Language Learners	ELL learners will be screened and the necessary support services provided that supports transitions in the areas of academic achievement and communication skills. The district coordinator, staff and administration will implement, monitor and evaluate this process.	Academic Support Program	08/01/2012	05/31/2018	\$50000	Teachers, ELL Director
Leadership Networks	Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/29/2018	\$3000	Identified district leaders
<b>Total</b>					<b>\$1762500</b>	

## KETS

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
District Technology Plan	Upgrade system in accordance to district technology plan, support the implementation of the 1:1 initiative for grades 7-12 and expand the 1:1 initiative to grades 4-6. The technology plan will be implemented, evaluated, and monitored by district administration and district technology coordinator.	Academic Support Program	08/01/2013	05/31/2018	\$153000	District Technology Coordinator and other administrative personnel

# Comprehensive District Improvement Plan

Johnson County

**Total** \$153000

## Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
School Lunch Program	Provide free breakfast and lunch program to all Johnson County Students through the National School Lunch Program. Monitored and evaluated by School Health Coordinator, cafeteria personnel and administration.	Other - School Lunch Program	08/01/2012	05/31/2018	\$1200000	Food Services Director and district administrators
Coordinated School Health	Partner with Coordinated School Health Team (state, local health department) to provide learning opportunities related to wellness.	Behavioral Support Program	11/01/2013	05/31/2018	\$0	All admistration and staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$1200000</span>	

## Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leadership Networks	Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/29/2018	\$500	Identified district leaders
K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$20000	K-2 teachers and administrators
Parent/Community Communications	Provide positive communications with parents through Open Houses, Eagle Express, School Messenger, Newsletters, JC TV, radio announcements and extra-curricular opportunities in order to promote student achievement.	Parent Involvement	08/01/2014	05/31/2018	\$1000	All Staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$21500</span>	

## No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Safety Drills	Collaborate with local EMP and facilitate the district safety plan through routine safety drills.	Policy and Process	08/05/2013	05/31/2018	\$0	Administration and all district personnel

## Comprehensive District Improvement Plan

Johnson County

Writing Plan	District teachers will implement effective writing strategies based on school/district literacy plan.	Academic Support Program	08/01/2012	05/31/2018	\$0	District Literacy Plan Team, School level Literacy Plan team, and all teachers
<b>Total</b>					\$0	

### IDEA

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Leadership Networks	Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/29/2018	\$15000	Identified district leaders
Special Education Admissions and Release	Admissions and release committee will receive updated training on procedures for determining the least restrictive environment and appropriate instructional supports will ensure student success in the least restrictive environment. The Special Education Director, staff and administration will implement, monitor and evaluate these plans.	Academic Support Program	08/01/2012	05/31/2018	\$500	Administrators, certified staff and DOSE
<b>Total</b>					\$15500	

### Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
District Leadership Network	District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement, community involvement etc.	Professional Learning	08/03/2015	05/31/2018	\$2000	District administrators
Aspiring Leadership Cadre	Support the professional growth of personnel interested in developing leadership skills.	Professional Learning	08/03/2015	05/31/2018	\$500	Superintendent and district administrators
Science District PLC	Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments. The staff and administration will implement, monitor and evaluate this processes through content area PLCs and school/district level learning communities.	Professional Learning	08/03/2015	07/27/2018	\$5000	District administrators, Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woofter

## Comprehensive District Improvement Plan

Johnson County

Leadership Networks	Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/29/2018	\$15000	Identified district leaders
Technology Integration Specialists	Technology Integration Specialists will provide support to district teachers on the integration of technology into the classroom. Monitored and evaluated by Title II Personnel Activity Report and district administration.	Academic Support Program, Technology	08/03/2015	05/31/2018	\$150000	TIS personnel (full and half time positions) and district administrators
Science 3D Learning	District leadership team and all district science teachers will analyze new NGSS in order to prepare pacing guides and align curriculum resources.	Professional Learning	01/11/2013	05/31/2018	\$5000	Continued work with the future of assessment utilizing 3 Dimensional Learning Model in science and balanced assessment practices.
<b>Total</b>					<b>\$177500</b>	

### General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Gifted and Talented	Support the identification and academic achievement of G/T students. The Gifted and Talented Coordinator, staff and administration will implement, monitor and evaluate these plans.	Academic Support Program	08/04/2014	05/31/2018	\$50000	Administrators, staff and G/T Coordinator
Reduce Chronic Absenteeism	Reduce the number of students that are chronically absent (10%, ~17 days) by ten percent. The following supports will be provided: public service announcements to raise awareness; utilizing attendance data to focus on students who are at risk of being identified as chronic absentees (~10 days excused/unexcused absences) through the implementation of instructional and behavioral support programs. Monitored and evaluated daily with targeted interventions by staff, attendance clerk and administration.	Behavioral Support Program	01/04/2016	05/31/2018	\$2500	School level and district level staff
Extracurricular Programs	Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, band, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.	Extra Curricular	08/01/2012	05/31/2018	\$150000	Administration and staff
ACT Prep	Provide incoming juniors the opportunity to take the ACT (June or December) so that targeted interventions can be provided in the student's area of need.	Academic Support Program	12/29/2015	05/31/2018	\$10000	JCHS administrators

## Comprehensive District Improvement Plan

Johnson County

K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$10000	K-2 teachers and administrators
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards
CCR Measures	Provide opportunities for students to develop skills necessary to demonstrate CCR (ACT prep, KYOTE, KOSSA, Compass etc.).	Academic Support Program	08/03/2015	05/31/2018	\$500	Administration and staff
<b>Total</b>					\$273000	

### Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
School Health and Wellness Analysis	Support the health and wellness of students through careful monitoring of nutrition and to increase the daily physical activity opportunities of students as evidenced by schedules and the annual wellness and physical activity review.	Policy and Process	08/05/2013	05/31/2018	\$0	Food Service Director and district staff.
<b>Total</b>					\$0	

## 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
Science 3D Learning	District leadership team and all district science teachers will analyze new NGSS in order to prepare pacing guides and align curriculum resources.	Professional Learning	01/11/2013	05/31/2018	\$5000	Continued work with the future of assessment utilizing 3 Dimensional Learning Model in science and balanced assessment practices.
Social Studies Standards	Support professional growth in relation to aligning current social studies standards with new standards guidelines.	Professional Learning	06/03/2013	05/31/2018	\$500	K-12 social studies teachers
Writing Plan	District teachers will implement effective writing strategies based on school/district literacy plan.	Academic Support Program	08/01/2012	05/31/2018	\$0	District Literacy Plan Team, School level Literacy Plan team, and all teachers
Parent/Community Communications	Provide positive communications with parents through Open Houses, Eagle Express, School Messenger, Newsletters, JC TV, radio announcements and extra-curricular opportunities in order to promote student achievement.	Parent Involvement	08/01/2014	05/31/2018	\$21000	All Staff
Academic Support Services	Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, Rtl, ILPs, alternate placement, credit recovery etc.). Monitored and evaluated by staff and administration based on guidelines within each area.	Academic Support Program	08/04/2014	03/30/2018	\$1100000	administration /staff

# Comprehensive District Improvement Plan

Johnson County

Other Support Services	Support services provided to students to reduce barriers to learning and promote wellness (counselors, nurses, FRC/FRYSC staff, Occupational Therapist, PT, Speech teachers, Early Childhood Services/transition, ELL support personnell and community partners) will work with individual students as well as groups of students to reduce barriers to learning as evidenced by sign-ins, schedules, and lesson/student plans.	Academic Support Program	08/01/2014	05/31/2018	\$650000	FRC/FRYSC Grants, IDEA staffing, District Funding
Extracurricular Programs	Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, bank, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.	Extra Curricular	08/01/2012	05/31/2018	\$150000	Administration and staff
Mastery Learning	Teachers will continue to align curriculum, lessons, student daily work, and assessments to KCAS standards and to adapt instructional and assessment strategies to promote student learning.	Academic Support Program	06/01/2016	07/31/2018	\$20000	Teachers and administrators
Special Education Admissions and Release	Admissions and release committee will receive updated training on procedures for determining the least restrictive environment and appropriate instructional supports will ensure student success in the least restrictive environment. The Special Education Director, staff and administration will implement, monitor and evaluate these plans.	Academic Support Program	08/01/2012	05/31/2018	\$500	Administrator s, certified staff and DOSE
English Language Learners	ELL learners will be screened and the necessary support services provided that supports transitions in the areas of academic achievement and communication skills. The district coordinator, staff and administration will implement, monitor and evaluate this process.	Academic Support Program	08/01/2012	05/31/2018	\$50000	Teachers, ELL Director
Leadership Networks	Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/29/2018	\$33500	Identified district leaders
Science District PLC	Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments. The staff and administration will implement, monitor and evaluate this processes through content area PLCs and school/district level learning communities.	Professional Learning	08/03/2015	07/27/2018	\$5000	District administrators , Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woofter
District Technology Plan	Upgrade system in accordance to district technology plan, support the implementation of the 1:1 initiative for grades 7-12 and expand the 1:1 initiative to grades 4-6. The technology plan will be implemented, evaluated, and monitored by district administration and district technology coordinator.	Academic Support Program	08/01/2013	05/31/2018	\$306000	District Technology Coordinator and other administrative personnel



## Comprehensive District Improvement Plan

Johnson County

School Lunch Program	Provide free breakfast and lunch program to all Johnson County Students through the National School Lunch Program. Monitored and evaluated by School Health Coordinator, cafeteria personnel and administration.	Other - School Lunch Program	08/01/2012	05/31/2018	\$1200000	Food Services Director and district administrators
Coordinated School Health	Partner with Coordinated School Health Team (state, local health department) to provide learning opportunities related to wellness.	Behavioral Support Program	11/01/2013	05/31/2018	\$0	All admistration and staff
School Health and Wellness Analysis	Support the health and wellness of students through careful monitoring of nutrition and to increase the daily physical activity opportunities of students as evidenced by schedules and the annual wellness and physical activity review.	Policy and Process	08/05/2013	05/31/2018	\$0	Food Service Director and district staff.
Safety Drills	Collaborate with local EMP and facilitate the district safety plan through routine safety drills.	Policy and Process	08/05/2013	05/31/2018	\$0	Administration and all district personnel
Reduce Chronic Absenteeism	Reduce the number of students that are chronically absent (10%, ~17 days) by ten percent. The following supports will be provided: public service announcements to raise awareness; utilizing attendance data to focus on students who are at risk of being identified as chronic absentees (~10 days excused/unexcused absences) through the implementation of instructional and behavioral support programs. Monitored and evaluated daily with targeted interventions by staff, attendance clerk and administration.	Behavioral Support Program	01/04/2016	05/31/2018	\$2500	School level and district level staff
Aspiring Leadership Cadre	Support the professional growth of personnel interested in developing leadership skills.	Professional Learning	08/03/2015	05/31/2018	\$500	Superintende nt and district administrators
Gifted and Talented	Support the identification and academic achievement of G/T students. The Gifted and Talented Coordinator, staff and administration will implement, monitor and evaluate these plans.	Academic Support Program	08/04/2014	05/31/2018	\$50000	Administrator s, staff and G/T Coordinator
Technology Integration Specialists	Technology Integration Specialists will provide support to district teachers on the integration of technology into the classroom. Monitored and evaluated by Title II Personnel Activity Report and district administration.	Academic Support Program, Technology	08/03/2015	05/31/2018	\$150000	TIS personnel (full and half time positions) and district administrators
District Leadership Network	District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement,community involvement etc.	Professional Learning	08/03/2015	05/31/2018	\$2000	District administrators

## Comprehensive District Improvement Plan

Johnson County

Mastery Learning	District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.	Academic Support Program	06/19/2017	05/31/2018	\$20000	Patton, Music, Salyer, Holbrook, McClure, Jones (NxGL Team), School level leadership teams, all staff and administration .
Mastery Learning	District wide six hour mandatory training that addresses instructional and assessment strategies to improve student outcomes. Mastery learning carefully considers the most important purposes of grading, explores how to communicate accurate and complete information, learns to use grading as an incentive for improved student learning, examines the relationship between grading and assessment, considers carefully the most important purposes of grading, explores how to communicate accurate and complete information, and learns to use grading as an incentive for improved student learning. Will be implemented and monitored by Next Generation District/School leadership teams, staff, and administration through PLCs and school/district level learning communities.	Academic Support Program	06/01/2017	05/31/2018	\$20000	Certified Staff
Mastery Learning	Teacher adaptation of instructional and assessment strategies to improve student learning.	Academic Support Program	06/01/2017	05/31/2018	\$0	certified staff and administrators
World Language and Global Competency	A district steering committee will identify opportunities for growth in global competency and world language programs. Members will attend Global Competency/World Language Network Meetings at KEDC and facilitate district growth in this area..	Academic Support Program	08/01/2016	05/31/2018	\$1000	Shauna Patton, Debbie Lemaster
<b>Total</b>					<b>\$3787500</b>	

### W R Castle Memorial Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$30000	K-2 teachers and administrators

## Comprehensive District Improvement Plan

Johnson County

Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration
<b>Total</b>					<b>\$300000</b>	

### Porter Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$30000	K-2 teachers and administrators
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards

## Comprehensive District Improvement Plan

Johnson County

Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration
<b>Total</b>					<b>\$300000</b>	

### Johnson County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
CCR Measures	Provide opportunities for students to develop skills necessary to demonstrate CCR (ACT prep, KYOTE, KOSSA, Compass etc.).	Academic Support Program	08/03/2015	05/31/2018	\$500	Administration and staff
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration

**Comprehensive District Improvement Plan**

Johnson County

**Total** \$270500

**Johnson County Alternative School**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Freshman Cohort Support	Support graduation rate through aligned assessment, career pathways and development of individual learning plans.	Academic Support Program	08/01/2016	05/31/2018	\$100000	Certified Staff
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration
Industry Certifications	By 2018 the district will increase the number of student earning industry certifications by at least 20% as a means to equip students with the job skills necessary to compete in today's technological economy.	Career Preparation/Orientation	08/01/2016	05/31/2018	\$5000	JCHS Administration and certified staff
<b>Total</b>					<span style="border: 1px solid black; padding: 2px;">\$125000</span>	

**Johnson Central High School**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
CCR Measures	Provide opportunities for students to develop skills necessary to demonstrate CCR (ACT prep, KYOTE, KOSSA, Compass etc.).	Academic Support Program	08/03/2015	05/31/2018	\$500	Administration and staff
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration, administrative staff and security guards
ACT Prep	Provide incoming juniors the opportunity to take the ACT (June or December) so that targeted interventions can be provided in the student's area of need.	Academic Support Program	12/29/2015	05/31/2018	\$10000	JCHS administrators
Freshman Cohort Support	Support graduation rate through aligned assessment, career pathways and development of individual learning plans.	Academic Support Program	08/01/2016	05/31/2018	\$100000	Certified Staff

## Comprehensive District Improvement Plan

Johnson County

Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
Industry Certifications	By 2018 the district will increase the number of student earning industry certifications by at least 20% as a means to equip students with the job skills necessary to compete in today's technological economy.	Career Preparation/Orientation	08/01/2016	05/31/2018	\$5000	JCHS Administration and certified staff
<b>Total</b>					<b>\$185500</b>	

### Highland Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$30000	K-2 teachers and administrators
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .

## Comprehensive District Improvement Plan

Johnson County

STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration
<b>Total</b>					<b>\$300000</b>	

### Flat Gap Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$30000	K-2 teachers and administrators
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration, administrative staff and security guards
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration
<b>Total</b>					<b>\$300000</b>	

### Central Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------------	----------	-------------------	-------------------

# Comprehensive District Improvement Plan

Johnson County

K-2 District Wide Assessment	Stanford 10 NRT will be administered fall and spring in reading and math to K-2 students and the staff and administration will implement, monitor and evaluate these assessments through content grade level PLCs and school/district level learning communities..	Other - Assessment	08/01/2016	05/31/2018	\$30000	K-2 teachers and administrators
Building and Campus Security	Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000	Administration , administrative staff and security guards
Mastery Learning	To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. The NxGL Teams, staff and administration will implement, monitor and evaluate these processes through content area PLCs and school/district level learning communities.	Academic Support Program	08/01/2016	05/31/2018	\$20000	Patton, Music, Holbrook, Salyer, McClure, Jones, School Leadership Teams, Certified Employees and administration .
STEMscopes	Implement, monitor and evaluate the effective use of STEMscopes curriculum supporting dedicated STEM education for students in grades K-8 by providing training and professional learning of 3D learning.	Academic Support Program, Professional Learning	10/03/2016	05/31/2018	\$200000	K-8 teachers and administration
<b>Total</b>					<b>\$300000</b>	



## **Phase II - Assurances - District**

## **Introduction**

KDE Assurances for Districts

District Assurances

Label	Assurance	Response	Comment	Attachment
1.	All schools in our district have planned or developed strategies to increase parental involvement in the design, implementation, evaluation and communication of data and information.	Yes		

Label	Assurance	Response	Comment	Attachment
2.	The current school year Comprehensive District Improvement Plan (CDIP) and all our schools Comprehensive School Improvement Plans (CSIPs) are available for stakeholders to examine on the district website.	Yes	The CSIP and CDIP files are posted on the Johnson County Homenpage at <a href="http://www.johnson.kyschools.us">www.johnson.kyschools.us</a> under Faculty and Staff then posted under documents and forms.	

Label	Assurance	Response	Comment	Attachment
3.	All teachers in our district including those providing services to private school students are highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
4.	All paraeducators in our district including those providing services to private school students are highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
5.	All schools in our district notify parents when their children are taught for four or more consecutive weeks by teachers who are not highly qualified. If no, list the schools below.	Yes		

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

Label	Assurance	Response	Comment	Attachment
7.	Our district has planned strategies to recruit and retain highly qualified teachers.	Yes		

# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
8.	Our district will allocate and spend federal program funds only on programs and activities for identified eligible students and will maintain appropriate financial records in this regard.	Yes		

Label	Assurance	Response	Comment	Attachment
9.	Our district ensures that program funds are targeted to schools that have the lowest proportion of highly qualified teachers, have the largest average class size, or are identified as focus or priority schools.	Yes		

Label	Assurance	Response	Comment	Attachment
10.	Our district ensures that all class-size reduction teachers are utilized to reduce class size below the state requirements. Paraprofessionals are utilized to meet the state requirements before hiring any additional teachers serving in that capacity.	N/A		

Label	Assurance	Response	Comment	Attachment
11.	Our district ensures class-size reduction needs are determined by analysis of data compiled through such processes as achievement test results, needs assessments, and class size data reviews.	N/A		

Label	Assurance	Response	Comment	Attachment
12.	Our district ensures that all personnel compensated from federal program funds are performing assignments aligned to the program purpose according to the program plan and appropriate documentation is maintained.	Yes		

Label	Assurance	Response	Comment	Attachment
13.	Our district ensures that private schools have been consulted with regard to available federal funds for use with eligible students and/or teachers according to federal program requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
14.	Our district ensures that services provided to private schools with federal funds are delivered according to specific federal program requirements and appropriate documentation is maintained.	Yes		

# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
15.	Procedures have been established for the identification and tracking of purchases made with federal funds, including the retrieval and/or disposal of materials when no longer needed.	Yes		

Label	Assurance	Response	Comment	Attachment
16.	Our district ensures that all federal program complaint procedures have been communicated to all stakeholders and are properly implemented when applicable.	Yes		

Label	Assurance	Response	Comment	Attachment
17.	Our district maintains proper time and effort documentation for all personnel paid with federal funds according to specific federal program requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
18.	Our district ensures proper maintenance of records according to federal program guidelines.	Yes		

Label	Assurance	Response	Comment	Attachment
19.	Our district has followed the proper procedures for the acquisition of equipment and materials with federal funds.	Yes		

Label	Assurance	Response	Comment	Attachment
20.	Our district ensures that all federal programs are evaluated annually for program effectiveness and compliance.	Yes		

Label	Assurance	Response	Comment	Attachment
21.	Our district ensures that only eligible schools are served by Title I, Part A.	Yes		

Label	Assurance	Response	Comment	Attachment
22.	Our district ensures that low-income data for all schools is taken on the same day.	Yes		

# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
23.	Our district ensures that district and school allocations on the Title I Ranking Report correspond with the MUNIS budget.	Yes		

Label	Assurance	Response	Comment	Attachment
24.	Our district ensures that there is documentation to support the child count for local institutions for neglected children that was submitted to KDE.	Yes		

Label	Assurance	Response	Comment	Attachment
25.	Our district ensures that set-aside funds for neglected institutions in the district are expended on identified student needs.	Yes		

Label	Assurance	Response	Comment	Attachment
26.	Our district ensures that neglected student needs were identified through consultation with staff at all neglected institutions in the district.	Yes		

Label	Assurance	Response	Comment	Attachment
27.	Our district ensures that Title I funds are reserved and expended to meet the needs of homeless children and youth in non-Title I schools.	Yes		

Label	Assurance	Response	Comment	Attachment
28.	Our district ensures that if it receives more than \$500,000 in Title I, Part A funding, 1% of the total district allocation has been reserved for parent involvement activities and that 95% of the reserved funds has been allocated to eligible schools including eligible private schools.	Yes		

Label	Assurance	Response	Comment	Attachment
29.	Our district ensures that parents are involved in deciding ways in which parent involvement funds are used.	Yes		

Label	Assurance	Response	Comment	Attachment
30.	Our district ensures that there is an annual meeting to inform parents of program requirements, including the right of parents to be involved in planning, review and improvement of parent programs.	Yes		

# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
31.	Our district ensures that all parents of students in Title I schools have been notified that they may request information regarding the professional qualifications of their child's teachers.	Yes		

Label	Assurance	Response	Comment	Attachment
32.	Our district ensures that it communicates with school councils/school staff on an ongoing basis including information on program requirements, analysis of data and review of the schoolwide program (SWP) or targeted assistance (TAS) program plan to ensure compliance and effectiveness.	Yes		

Label	Assurance	Response	Comment	Attachment
33.	Our district ensures that private schools (within and outside the district) serving students from participating public school attendance areas have been contacted to offer equitable services.	Yes		

Label	Assurance	Response	Comment	Attachment
34.	Our district ensures that written affirmation signed by an official from each of the participating private schools that consultation occurred during the design, implementation, and assessment of the Title I activities in the private schools is maintained.	Yes		

Label	Assurance	Response	Comment	Attachment
35.	For any staff member that does not meet the highly qualified teacher status, the district develops an individual plan to assist them with becoming highly qualified.	N/A		

Label	Assurance	Response	Comment	Attachment
36.	Our district ensures that district and school allocations on the Title II Teacher Quality Program Budget correspond with the MUNIS budget.	Yes		

Label	Assurance	Response	Comment	Attachment
37.	We certify that we are a District of Innovation and attach the approved application.	No	This is an opportunity that our district has not pursued at this time.	

# Comprehensive District Improvement Plan

Johnson County

Label	Assurance	Response	Comment	Attachment
38.	The district certifies it has submitted the required District School Safety Report in ASSIST to verify compliance with SB/HB345 to assure schools are safer places for students and staff and that school safety practices are being developed and are in place.	Yes		



## **Phase II - Compliance and Accountability - Districts**

## **Introduction**

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

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

## Planning and Accountability Requirements

The district ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready. **Equitable distribution: poor and minority students are not taught at higher rates than other students by inexperienced, unqualified, or out-of-field teachers.**

**Goal 1:**

Ensure that all teachers and principals receive training and are provided support and guidance of the Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).

**Measurable Objective 1:**

collaborate to support highly effective professionals (TPGES, PPGES, OPGES) by 06/30/2017 as measured by EPSB and PGES data.

**Strategy1:**

Administrative Support Networks - Support the implementation of KCAS standards, PGES and highly effective teaching and learning through collaboration with various networks.

Category: Professional Learning & Support

Research Cited:

Activity - District Leadership Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement, community involvement etc.	Professional Learning	08/03/2015	07/31/2017	\$2000 - Title II Part A	District administrators

Activity - Leadership Networks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/30/2017	\$15000 - Title II Part A \$500 - Title I Part A \$15000 - IDEA \$3000 - District Funding	Identified district leaders

**Strategy2:**

Professional Learning Opportunities - Teacher leaders will participate in a variety of networks and act as leaders in providing in-district training.

Category: Continuous Improvement

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

Activity - Science District PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments.	Professional Learning	08/03/2015	07/27/2018	\$5000 - Title II Part A	District administrators, Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woolter

Activity - Aspiring Leadership Cadre	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support the professional growth of personnel interested in developing leadership skills.	Professional Learning	08/03/2015	05/31/2018	\$500 - Title II Part A	Superintendent and district administrators

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher adaptation of instructional and assessment strategies to improve student learning.	Academic Support Program	06/01/2017	05/31/2018	\$20000 - District Funding	Certified Staff

## Goal 2:

Novice Reduction Goals as measured by NxGL targets for Math (Elem. 5.75; JCMS 5.0; JCHS 16.5) and Reading (Elem. 6.05; JCMS 8.3; and JCHS 16.65 by 2020.

## Measurable Objective 1:

A 10% increase of All Students will demonstrate a proficiency that reduces novice performance level in Reading by 05/31/2017 as measured by NxGL targets (Elem 9.6%; JCMS 13.2%; JCHS 26.3%).

## Strategy1:

Progress Monitoring - Schools will monitor the progress of students teacher adaptation of instructional and assessment strategies to improve student learning.

Category: Career Readiness Pathways

Research Cited:

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teacher adaptation of instructional and assessment strategies to improve student learning.	Academic Support Program	06/01/2017	05/31/2018	\$15000 - District Funding	certified staff and administrators

## Measurable Objective 2:

A 10% increase of All Students will demonstrate a proficiency that reduces novice performance level in Mathematics by 05/31/2017 as measured by K-PREP Novice Performance (Elem 9.2%; MS 8.0%; HS 25.6%).

## Strategy1:

# Comprehensive District Improvement Plan

Johnson County

Collection and Use of Data - Teacher adapt instructional and assessment strategies to improve student outcomes with mastery learning.

Category: Continuous Improvement

Research Cited:

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Ongoing formative assessment that supports academic achievement.	Academic Support Program	06/19/2017	05/31/2018	\$20000 - District Funding	Certified Employess

### Goal 3:

Students in Non-Duplicated Gap Groups will achieve Proficiency as measured by CRM % P/D (Elem 68.7%; JCMS 67.3% JCHS 65.8) by 2019.

### Measurable Objective 1:

demonstrate a proficiency that increases P/D performance by 06/30/2017 as measured by K-PREP Non-Duplicated Gap CRM % P/D (Elem 65.3; JCMS 62.6 and JCHS 52.1).

### Strategy1:

Progress Monitoring - Identify and support Gap Populations performance through teacher adaptation of instructional and assessment strategies to improve student learning.

Category: Continuous Improvement

Research Cited:

Activity - Mastery Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To support the growth of gap populations teachers will adapt instructional and assessment strategies to improve student learning. This will be monitored through PLCs and ongoing formative assessments.	Academic Support Program	08/01/2016	05/31/2018	\$20000 - District Funding	Certified Employees

### Goal 4:

To increase the district's graduation rate as measured by the 4 Year Adjusted Cohort Graduation Rate of 96.9% by 2020.

### Measurable Objective 1:

improve graduation rate to 96.9 by 06/30/2017 as measured by the 4 year adjusted cohort graduation rate model.

### Strategy1:

Mastery Learning - Teacher adaptation of instructional and assessment strategies to improve student learning.

Category: Persistence to Graduation

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

Activity - Freshman Cohort Support	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support graduation rate through aligned assessment, career pathways and development of individual learning plans.	Academic Support Program	08/01/2016	05/31/2018	\$100000 - District Funding	Certified Staff

The district has identified specific strategies to address areas for improvement identified in the TELL KY survey results.

## Goal 1:

Johnson County School District will remove barriers from learning by providing a safe and supportive learning environment that maximizes each student's learning experience.

## Measurable Objective 1:

collaborate to reduce barriers to learning by 05/31/2017 as measured by Tell Surveys, Val-Ed Surveys, Student Voice Survey, FRC logs, safety drill logs, parent involvement sign-in sheets and a 10% reduction of chronic absenteeism..

## Strategy1:

Community Connections - Increase communications with parents and community partners to facilitate optimal student learning opportunities.

Category: Stakeholder Engagement

Research Cited:

Activity - Parent/Community Communications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide positive communications with parents through Open Houses, Eagle Express, School Messenger, Newsletters, JC TV, radio announcements and extra-curricular opportunities in order to promote student achievement.	Parent Involvement	08/01/2014	05/31/2018	\$20000 - District Funding \$1000 - Title I Part A	All Staff

## Strategy2:

Student Support Services - Support services will be provided based on student need and to reduce barriers to learning.

Category: Other - Learning Environment

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

Activity - Other Support Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support services provided to students to reduce barriers to learning and promote wellness (counselors, nurses, FRC/FRYSC staff, Occupational Therapist, PT, Speech teachers, Early Childhood Services/transition, ELL support personnell and community partners) will work with individual students as well as groups of students to reduce barriers to learning as evidenced by sign-ins, schedules, and lesson/student plans.	Academic Support Program	08/01/2014	05/31/2018	\$650000 - District Funding	FRC/FRYSC Grants, IDEA staffing, District Funding

Activity - Reduce Chronic Absenteeism	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Reduce the number of students that are chronically absent (10%, ~17 days) by ten percent. The following supports will be provided: public service announcements to raise awareness; utilizing attendance data to focus on students who are at risk of being identified as chronic absentees (~10 days excused/unexcused absences) through the implementation of instructional and behavioral support programs.	Behavioral Support Program	01/04/2016	05/31/2018	\$2500 - General Fund	School level and district level staff

Activity - Academic Support Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Academic support services as appropriate to promote student success (i.e. remediation based on formative assessments, ELL, Title I, IEPs, 504 plans, Rtl, ILPs, alternate placement, credit recovery etc.).	Academic Support Program	08/04/2014	03/30/2018	\$600000 - Title I Schoolwide \$500000 - District Funding	administration/staff

### Strategy3:

Enrichment Programs - Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, bank, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.

Category: Stakeholder Engagement

Research Cited:

Activity - Extracurricular Programs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Enrichment, extracurricular and summer opportunities (field trips, academic teams, sports, bank, choir, arts etc.) will be offered that support student growth, wellness and talent opportunities as evidenced by clubs, organizations, schedules and FRYSC records.	Extra Curricular	08/01/2012	05/31/2018	\$150000 - General Fund	Administration and staff

### Strategy4:

Nutrition and Wellness - Reduce barriers to learning by supporting the health and wellness of students.

Category: Persistence to Graduation

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

Activity - Coordinated School Health	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Partner with Coordinated School Health Team (state, local health department) to provide learning opportunities related to wellness.	Behavioral Support Program	11/01/2013	05/31/2018	\$0 - Other	All admistration and staff

Activity - School Lunch Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide free breakfast and lunch program to all Johnson County Students through the National School Lunch Program.	Other - School Lunch Program	08/01/2012	05/31/2018	\$1200000 - Other	Food Services Director and district administrators

Activity - School Health and Wellness Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Support the health and wellness of students through careful monitoring of nutrition and to increase the daily physical activity opportunities of students as evidenced by schedules and the annual wellness and physical activity review.	Policy and Process	08/05/2013	05/31/2018	\$0 - Grant Funds	Food Service Director and district staff.

## Strategy5:

Technology - Upgrades to technology in accordance to district plan and facilitate the 1:1 initiative 7-12 as well as the provide devices for a 1:1 initiative at grades 4-6.

Category: Integrated Methods for Learning

Research Cited:

Activity - District Technology Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Upgrade system in accordance to district technology plan, support the implementation of the 1:1 initiative for grades 7-12 and expand the 1:1 initiative to grades 4-6.	Academic Support Program	08/01/2013	05/31/2018	\$153000 - District Funding \$153000 - KETS	District Technology Coordinator and other administrative personnel

Activity - Technology Integration Specialists	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Technology Integration Specialists will provide support to district teachers on the integration of technology into the classroom.	Technology Academic Support Program	08/03/2015	05/31/2018	\$150000 - Title II Part A	TIS personnel (full and half time positions) and district administrators

## Strategy6:

School Safety - Provide a safe and secure learning environment through various measures (safety drills, hotline, professional learning).

Category: Management Systems

Research Cited:



# Comprehensive District Improvement Plan

Johnson County

Activity - Building and Campus Security	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Monitor campus and building security through security check points, A1-Phone Systems, and sign-in logs.	Other	08/03/2015	05/31/2018	\$50000 - General Fund	Administration, administrative staff and security guards

Activity - Safety Drills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with local EMP and facilitate the district safety plan through routine safety drills.	Policy and Process	08/05/2013	05/31/2018	\$0 - No Funding Required	Administration and all district personnel

## Goal 2:

Ensure that all teachers and principals receive training and are provided support and guidance of the Professional Growth and Effectiveness (PGES) and the Johnson County Certified Evaluation Plan (CEP).

## Measurable Objective 1:

collaborate to support highly effective professionals (TPGES, PPGES, OPGES) by 06/30/2017 as measured by EPSB and PGES data.

## Strategy1:

Administrative Support Networks - Support the implementation of KCAS standards, PGES and highly effective teaching and learning through collaboration with various networks.

Category: Professional Learning & Support

Research Cited:

Activity - District Leadership Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District administrators will participate in bi-monthly meetings that focus on continuous improvement, teacher effectiveness, student achievement, community involvement etc.	Professional Learning	08/03/2015	07/31/2017	\$2000 - Title II Part A	District administrators

Activity - Leadership Networks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Participate in leadership support initiatives (i.e. ISLN, DOSE, Special Education, Gifted and Talented, Counselor Cadre, Title I, FRC, KDE, KEDC, Principal Network and KVEC).	Professional Learning	08/01/2013	06/30/2017	\$15000 - Title II Part A \$500 - Title I Part A \$3000 - District Funding \$15000 - IDEA	Identified district leaders

## Strategy2:

Professional Learning Opportunities - Teacher leaders will participate in a variety of networks and act as leaders in providing in-district training.

Category: Continuous Improvement

Research Cited:

# Comprehensive District Improvement Plan

Johnson County

<b>Activity - Aspiring Leadership Cadre</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Support the professional growth of personnel interested in developing leadership skills.	Professional Learning	08/03/2015	05/31/2018	\$500 - Title II Part A	Superintendent and district administrators

<b>Activity - Science District PLC</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Teachers will facilitate the implementation of NextGen Science Standards and assessment literacy using 3-dimensional learning as measured by classroom assessments, TCTs, and summative assessments.	Professional Learning	08/03/2015	07/27/2018	\$5000 - Title II Part A	District administrators, Nikki Caudill, Kim Dials, Charlene Owens, Amanda O'Bryan, and Mark Woofter

<b>Activity - Mastery Learning</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Funding Amount &amp; Source</b>	<b>Staff Responsible</b>
Teacher adaptation of instructional and assessment strategies to improve student learning.	Academic Support Program	06/01/2017	05/31/2018	\$20000 - District Funding	Certified Staff

# **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?**

The Johnson County School District is located in rural eastern Kentucky educating over 3700 students. There are now five elementary schools that provide a sound educational foundation for Head Start through sixth grade students. Last year Meade Memorial Elementary School was closed mid-year due to structural issues. The students and staff of Meade were transferred to Central Elementary where a school in a school model was followed for the duration of the 2015-2016 school year. Over the summer the two schools representing 408 students blended into one staff, new administration and a new Site Based Decision Making Council with newly elected parent and teacher representation. The unique culture and respected history of both schools have been honored with the combined heritage evident throughout the building. District elementary students representing the remaining four community based elementary schools of Flat Gap Elementary-266 students; Highland Elementary-464 students; Porter Elementary-366 students; and W.R. Castle Elementary-346 students. The students then progress through the Johnson County Middle School (JCMS) grades 7-8 student population 542 and the Johnson Central High School (JCHS) student population 1,046.

Johnson County School District has a staff of over 240 highly qualified teachers averaging 13 years experience, with .4% with a doctorate degree, 47.5% of teachers at a Rank I level, 34.4% of the teachers with Rank II master's degree status, 1.2% specialist certified and only 16.4% of the certified staff with an entry level Rank III bachelor's degree. Important to note are the eleven district teachers that are National Board Certified. The student to teacher ratio is 15:1 with a predominantly female teachers representing 79% of the workforce with 21% of the positions held by men. The teacher retention rate is well below the 17.8% state rate at 9.4% with much of this attributed to teacher retirement.

As of October 2016 the unemployment rate in Johnson County is 8.8% with a range since 2013 of 7.4 to 12%. A large number of workers must pursue work beyond our district borders leaving their families with single parents for periods of time. The family connections and close knit community life have supported the difficult decision to leave families home while one of the providers must travel and even stay away from home to provide for their families. In response to rural eastern Kentucky's challenging economic times, Johnson County initiated and is continuing a district wide free meal program that provides breakfast and lunch to all students attending the Johnson County School System. The district prides itself on a state recognized academic standard of excellence that is exemplified by numerous achievements despite our students' rural and economic disadvantages.

## 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.**

The District Strategic Planning Team has pursued an opportunity, facilitated through KASA, to examine the purpose and mission of the Johnson County School System. Throughout the past two years the district strategic planning team has facilitated the APQC model of benchmarking best practices, processes and performance. The program requires two 2-day face-to-face workshops, 2 coaching days, 2 mandatory data and document upload days to document progress and completion of identified components of strategic planning.

The initial focus was the identification of core values that represented the current beliefs of the staff, students, parents and community members. Surveys results identified leadership, commitment, integrity, and service as the core values that best represent the Johnson County school System. The newly defined core values led to a reexamination of the district vision and mission statements through stakeholder surveys. Proudly representing the values and input of all stakeholders the mission of the Johnson County School System is "The Ultimate Educational Experience for Every Child Every Day" with a vision of "Learning Without Boundaries."

Additional surveys have been conducted and results analyzed have been amazingly similar. Asked to rank order specific characteristics of a quality education Johnson Central High School (JCHS) students and other stakeholders (staff, parents, community members) identified the three of the same top five characteristics: supportive, knowledgeable and good teachers; transition help for college/career; and classes to equip students with job skills for a technology economy. When asked to rank order the top five most important knowledge and skills for success both groups were in complete agreement the ability to: communicate, collaborate, and work productively; to set and carryout personal learning goals; to solve problems creatively and critically; mastery of reading and math; and consumer and financial life skills. The top five signs of a good high school found similar agreement with four of the same top five characteristics: high school graduation rates and ACT scores; opportunities for career exploration, job shadowing, internships; relationships with teachers, administration and staff; and higher level courses IE, AP Courses. The strategic planning process continues with the six goals for the foundations for academic success: student excellence, workforce excellence, infrastructure excellence, financial excellence, community support excellence and internal processes excellence. The strategic planning process has provided amazing insight into the beliefs of our stakeholders. The Johnson County School System is indeed a "distinguished" school district as confirmed by the beliefs and values of the students, staff, parents and community members.

A variety of stakeholders have been involved throughout the planning and development process of the district plan from the individual school CSIPs to the district CDIP (certified personnel, classified personnel, administrators, SBDMs, students, parents, community members, board members. . .) The CDIP, CSIPs and other important information will be shared with stakeholders through the district newspaper, The Eagle Express, and the 2016-2017 plans will be posted on the district's website - <http://www.johnson.k12.ky.us>.

## 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.**

The Johnson County Board of Education (JCBOE) has been instrumental in promoting Student Opportunities with Awe-Inspiring Results (SOAR) for students. The Kentucky School Boards Association recognized the JCBOE for its legacy in supporting academic programs with the 2016 Public Education Achieves in Kentucky (PEAK) Award. The objectives of SOAR are to:

1. challenge the creative and critical thinking skills of students providing challenging content to students from fourth to 12th grade.
2. develop problem solving and communication skills critical to college and career readiness.
3. provide educational opportunities that extend beyond district boundaries and into regional, state and international experiences.

The Johnson County School District is proud of the accomplishments of our district schools and students. Among the numerous achievements our Johnson County students the distinction as a Distinguished School District for a third consecutive year describes the character of our students and staff. Beyond state accountability our pride in our students is demonstrated through a variety of accomplishments. While the list below identifies some of these notable achievements it is even more representative of the dedication of the students, parents and staff for "learning without boundaries, every child every day!"

### 2016 Notable Achievements

Johnson County Academic Teams are noted state-wide as an exemplary competitive academic team programs. Just in the past five years, the six Johnson County Elementary School have been awarded State Governor's Cup FPS (two 1st Place, 1 4th place, several individual FPS); CmPS (two 1st Place finishes; multiple top qualifying teams for international competition); CmPS International Competition (one 1st place, two 2nd places, 1 5th place finishes); State scenario Writing (one 1st, one 2nd, and 1 4th place finishes); One Regional Governor's Cup Championships and 23 top ten finishes; Eleven Top Four Quick Recall Teams in Regional Governor's Cup; 15 of the 20 FPS top four finishes in Regional Governor's Cup; 60 of the 125 top five finishes in Regional Written Assessments (3 1st place); and 12 Top Five Composition Finishes at Governor's Cup Regional Competition.

Johnson County Middle School has achieved A total of 13 KAAC State Governor's Cup Championships; 4 2nd place and 2 3rd place finishes; Quick Recall State Governor's Cup, in the past 5 years alone, two 1st, three top four finishes; FPS State Governor's Cup In the past 5 years alone, two 1st place, two 2nd place, one top ten finishes; Written Assessments State Governor's Cup, In the past 5 years alone, over 20 top ten finishes; International Future Problem Solving Team four 1st place finishes (best in the United States); International Future Problem Solving Team one 2nd place finish; numerous top ten finishes at International Future Problem Solving; CmPS Grand Champions for the Silent Angels Project; International Scenario Competition and Presentation of the Action Plan 1st place; 2 times NAQT National competition 8th place finishes; National Quiz Bowl Competition Champions; Big Sandy Mathcounts competition champion (resulting in several students winning four year scholarships to UK or another state university); History Bowl teams have won numerous regional competitions and have qualified for national competition since it was implemented; Two individual History Bowl Individual Champions; District and Regional Governor's Cup championships; and Numerous Tournament titles.

Johnson Central High School is 17 times District Governor's Cup Champions; 16 times Region Governor's Cup Champions; In the past five years alone, Overall 3 top 3; 1 2nd, 1 top ten; Quick Recall 4 top 3; FPS 2 1st , 1 2nd, 2 top ten; Comp 1 top ten; Math 3 top ten, 1 1st place (1st in district's history); Social Studies 5 top ten; Science 1 top ten; Language Arts 1 - 1 ; 8 top ten; Arts & Humanities 4 top ten; ten finishes SY 2016-2017

# Comprehensive District Improvement Plan

Johnson County

---

in State Governor's Cup Written Assessment Competition; Top finishes in State Governor's Cup Scenario Writing (1st and 3rd); State Governor's Cup Runners- Up; Future Problem Solving, District, Region and State Champions; 5 times International Future Problem Solving (most held in the international competition).

Johnson County Arts & Humanities programs provide exceptional opportunities for students in the area of the performing arts with twenty all state choir members in grades 7-12, six elementary and 11 middle school students members of the Morehead State University Tri-State Honors Band, and three all-district band members from JCHS.

Johnson Central High School (JCHS) promotes student participation in extra-curricular activities. The numerous achievements of our students are examples of the dedication of the faculty and students and the abundance of varying opportunities. Each of the examples listed were built on local and regional successes. JCHS applicants to the Governor's Scholar Program yielded 8 positions to this prestigious opportunity; Kentucky State Fair Competitor Champions - Outstanding Showing; Welding Team State Contest Runner Up; 5th Place Individual Welding; 14th state FFA Seed ID; 1st Place State Early Childhood; National Qualifier Hospitality Tourism & Recreation; HOSA State Conference - 1st Place Outstanding Attendance; SkillsUSA Six 1st place finishes; 8 2nd place finishes and 1 3rd place finish; two addition recipients of the More State Craft Academy to start college as juniors and US History National Sports Bee Champion. Johnson County Programs earned recognition over the past year that brought respect and pride to our various athletic programs. JCHS Football team followed last year's state Runner-up in 4A competition with the first ever state championship in athletics; A state tournament tennis qualifier; Boat that qualified for state tournament; Regional Champs in Wrestling; State places in wrestling (3rd, 6th, and 8th); Dance Team 5th in State; Golf Girls' Team qualified for state tournament; Individual Qualifier for Boys Golf State Tournament.

## 2016 Areas of Improvement

Chronic absence from school is typically defined as missing at least 10 percent of school days in a year for any reason; excused or unexcused is a primary cause of low academic achievement and a powerful predictor of which students will eventually drop out of school. The U.S. Department of Education has charged every state and district with the goal of reducing chronic absenteeism by at least 10 percent each year. Below are some recommended steps the district has identified to reduce chronic absence:

Action Step 1: Generate and act on absenteeism data. Prioritize the development of early warning prevention and intervention systems that identify students who are, or are at risk of becoming, chronically absent before they miss enough school that it is nearly impossible for them to catch up. Data from such systems should be shared--in a manner consistent with applicable State law and the Family Educational Rights and Privacy Act (FERPA)--between school districts and other key public and private organizations to ensure coordinated systems of support for students who are chronically absent.

Action Step 2: Create and deploy positive messages and measures. Focus on developing positive messages for youth and families as well as implementing supportive engagement strategies. For instance, these strategies may include mentoring, counseling, and creating safe and supportive school climates through approaches such as Positive Behavior Interventions and Supports to improve students' attendance at, connection to, and success in school. Punitive messages and measures are often ineffective and can lead to disproportionate suspensions and expulsions from school and inappropriate referrals of students and families to law enforcement.

Action Step 3: Focus communities on addressing chronic absenteeism. Launch local initiatives to raise public awareness about the causes and effects of chronic absenteeism, including awareness among families and youth. Prioritize training within communities and across sectors to conduct root-cause analyses of local absenteeism trends: Implement research and evidence-based strategies and programs--such as Check & Connect--that effectively engage and support students who are, or are at risk of becoming, chronically absent.

Action Step 4: Ensure responsibility across sectors. Regularly communicate that chronic absenteeism is a problem that affects the whole community, not just those students who are chronically absent and their families. Drive and evaluate cross-sector performance, at least in part, based on that principle. Education, health, housing, and justice system leaders should work together to ensure shared accountability within and across sectors to successfully address the local, underlying causes of chronic absenteeism.



The Johnson County Next Generation Leadership Team has identified assessment literacy in relation to mastery learning for student achievement as a means to improve areas of achievement identified through state and local assessments. District teachers will be

## Additional Information

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

January 2016 Meade Memorial was shut down due to structural issues. When maintenance staff went to investigate a reported leak they found much bigger issues -- serious structural damage to the roof. After consulting with an architect, engineer and the Kentucky Board of Education, "the building was declared as not safe for occupancy by students and staff." The resulting dedication of parents and staff at both schools enabled a smooth transition while classrooms were reassigned to accommodate the increased population. Central Elementary and Meade Memorial operated as two schools within one building. In fact there was a dedicated secure entrance for each of the two schools. While this was the only solution to a difficult situation it was a difficult decision. Meade Memorial had been open for decades and the staff, parents and students were part of a close knit community. The initial transition was accomplished over a period of four days with teachers and students welcomed to Central Elementary the following Monday. Since the completion of the 2015-2016 school year recommendations from KDE were to combine the two schools within the one facility. The 2016-2017 school year started with a combined Central Elementary housing the traditions of both Central Elementary and Meade Memorial Elementary. Annually Meade Memorial performed a play at the Mountain Arts Center (MAC) and this year Central Elementary's students, formerly CES and MM, presented an exceptional performance. These two schools have become one honoring the best of both with many traditions incorporated into the new Central Elementary.

July 13, 2015 brought devastation to the Flat Gap community that is home to over 500 Johnson County students. Over six inches of rain fell in less than six hours resulting in the tragic loss of three lives. Community members were unprepared for the consequences of the flash flood. Over seventy Flat Gap families lost "everything from the ground up" and another nine hundred families were awarded FEMA relief for resulting damages. The pursuing days, weeks and months since this dark Monday evening in July has demonstrated the best in the human spirit. Family Resources Centers (FRC), community members, communities across the United States, businesses, fellow school systems, relief agencies and a wide range of other volunteers, gratified to be taking action, stepped in with support, supplies and financial relief. Flat Gap's FRC director, Pam Tackett, has managed the cash donations and other resources with dedicated service to the community. The goal that every child received new bedding (box springs, mattresses, sheets, comforters) was one of the priorities set and achieved. Cash donations were utilized to assure that families were not using electrical appliances damaged by the flood. In fact, one kitchen fire was attributed to trying to salvage limited resources. Mrs. Tackett initiated the goal of unhooking and removal of all washers and dryers exposed to flood damage and replacement with new appliances. Her thoughts, "We just couldn't have stood to wake up one morning to hear that a family had suffered a loss due to using faulty appliances."

National relief support organizations FEMA, Red Cross and others were of great assistance to the community. Johnson Central High School became the command center for relief efforts. The high school distribution center opened from 6:00 a.m. until 11:00 p.m. for nine days after the flood. The Red Cross ran the flood relief center at Flat Gap and even provided a shelter for misplaced families. When district administrators networked with Red Cross to identify existing needs the Red Cross workers praised the Flat Gap community. The massive devastation and loss of shelter for the Flat Gap families should have inundated the shelter with homeless families. The shelter had very few people expressing a need for temporary shelter a number certainly not representative of the number of families affected by the flood. Why? Johnson county, a tight knit rural Appalachian area, took care of their own with families across the district welcoming relatives and neighbors into their homes.

