



Comprehensive District Improvement Plan

Paintsville Independent

305 2nd St
Paintsville, KY 41240

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Introduction

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

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

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

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

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

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

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

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

Phase I - Equitable Access to Effective Educators 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.		PISD 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.

Paintsville Independent employs 53 teachers: 26 at Paintsville Elementary School and 27 at Paintsville High School. Out of the 53 teachers, all are teaching in their field of expertise and 50 have four or more years of teaching experience. The district currently has 2 teachers who are participating in the KTIP process and 3 teachers who possess National Board Certification. Both schools are led by experienced Principals.

PISD Gap Population

20 Minority Students

337 Free/Reduced Lunch Students (44% of total population)

100 Students with Disabilities

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.

After a review of data for the Paintsville Independent School District, we have not identified any barriers to inhibit a quality education for our students. We do not have a high teacher turnover rate and all of our teachers work in their field of expertise. However, we have noticed a trend district wide: the increase of students who receive a free/reduced lunch and an increase of students who have a learning disability. Once the students have been identified, we ensure the needs of these students are met with differentiated instruction and specific RTI measures throughout the course of the year.

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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.		PISD Equity Goals

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:

2016-17 STATE WIDE GOAL---Increase the averaged combined reading and math K-Prep scores for elementary, middle, and high school students in 2017.

Measurable Objective 1:

collaborate to increase the overall math for Paintsville Independent Schools: Paintsville Elementary from 86.6 to 90.6 in 2017; Paintsville Middle School from 65.5 to 70 in 2017, and Paintsville High School from 57.2 to 62.2 in 2017 by 05/31/2017 as measured by KPREP .

Strategy1:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Research Cited:

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Activity - High School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PES Principal; PES Guidance Counselor

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor

Strategy2:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.

Category:

Research Cited:

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy3:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.

Category:

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor

Strategy4:

SY 2016-2017

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Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.

Category:

Research Cited:

Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy5:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Research Cited:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000 - General Fund	Superintendent

Measurable Objective 2:

collaborate to increase the overall reading for Paintsville Independent Schools: Paintsville Elementary School from 93.1 to 95 in 2017, Paintsville Middle School from 76.3 to 81.3 in 2017, and Paintsville High School from 68.1 to 73.1 by 2017. by 05/31/2017 as measured by KPREP .

Strategy1:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Research Cited:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000 - General Fund	Superintendent

Strategy2:

Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.

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Category:

Research Cited:

Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy3:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.

Category:

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor

Strategy4:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Research Cited:

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PES Principal; PES Guidance Counselor

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor

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Activity - High School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Strategy5:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.

Category:

Research Cited:

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Goal 2:

2016-17 All teachers at Paintsville Independent will actively participate in a variety of professional growth opportunities focused on increasing student achievement.

Measurable Objective 1:

collaborate to provide professional growth opportunities related to college readiness by 05/31/2017 as measured by A.C.T. exam results; Advanced Placement exam results; S.A.T. exam results; college/career readiness rate.

Strategy1:

Advanced Placement Trainings - District leadership will work with school leadership and staff to provide funding, resources, and supports to enable teachers to receive professional growth opportunities that will enable them to show increased student achievement in AP courses.

Category: Professional Learning & Support

Research Cited:

Activity - Advanced Placement Institutes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training.	Academic Support Program	07/01/2017	08/01/2017	\$2000 - District Funding	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers

Measurable Objective 2:

collaborate to provide professional growth opportunities related to career/technical education by 05/31/2017 as measured by Kentucky Occupational Skill Standards Assessment (KOSSA); teacher reflection records; observations.

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Strategy1:

Kentucky Career Technical Education Conference - District Career/Technical Education Coordinator will work with school leadership and staff to insure teachers are provided with opportunities to attend the annual Kentucky Career/Technical Education Conference. Teachers attending will share what they have learned in their Professional Learning Communities.

Category: Professional Learning & Support

Research Cited:

Activity - Summer CTE Conference	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in the district CTE program will attend the annual summer state CTE conference.	Professional Learning	07/01/2017	07/31/2017	\$1500 - Perkins	CTE Coordinator; CTE Staff

Measurable Objective 3:

collaborate to provide teachers with a variety of professional growth experiences to assist them in increasing student achievement by 05/31/2017 as measured by KPREP results; district level assessments; Tell Survey results.

Strategy1:

Feedback for Professional Reflection/Growth - Teachers will receive feedback on their classroom instruction from a variety of school personnel.

Category: Professional Learning & Support

Research Cited:

Activity - Administrator Walkthroughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal

Activity - Lesson Plan Review (CIITS)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals will view and evaluate lesson plans on a regular basis and give feedback.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy2:

Technology Professional Development - District leadership will continue to provide supports to school leadership and staff to conduct and implement needed professional development opportunities related to the use of technology to increase student achievement.

Category: Professional Learning & Support

Research Cited:

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Activity - Yearly Technology Related P.D. Opportunities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction.	Technology	08/01/2016	05/31/2017	\$2500 - Title II Part D	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal

Strategy3:

PD 360/Edivation - All staff will have access to and training regarding the on-demand Professional Development platform of PD 360/Edivation.

Category: Professional Learning & Support

Research Cited:

Activity - PD 360/Edivation Courses	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be trained on how to access PD 360/Edivation and the resources that are available through the online platform.	Professional Learning	08/01/2016	06/30/2017	\$0 - No Funding Required	District PD Coordinator

Goal 3:

2016-17 STATE WIDE GOAL---Increase the percentage of students who are college and/or career ready from 73.7% to 78% by 2017.

Measurable Objective 1:

collaborate to increase the college and career readiness rate of our high school students from 73.7 to 78 by 05/31/2017 as measured by the Unbridled Learning College/Career Readiness Formula.

Strategy1:

Junior Mock ACT Exams - High School juniors will take a full-length mock ACT exams once per 9 weeks during the first 3 quarters of their junior year.

Category:

Research Cited:

Activity - Junior Mock ACT	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During their junior year students will take a full-length mock ACT exam once per 9 weeks, for the first 3 nine weeks. Tests will be scored and returned to students, along with a list of missed questions for their review. Teachers will also receive and analyze results and will review test items with students in their core classes (English/Reading, Math, Science). Student progress will be tracked in order to identify students needing extra assistance to achieve benchmark.	Academic Support Program	08/01/2016	03/03/2017	\$3000 - District Funding	PHS Teachers; PHS Principal; PHS Counselor; Assessment Coordinator

Strategy2:

ASVAB Testing - During the senior year all students will be provided with the opportunity to take the ASVAB exam as a means of achieving

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the academic component of career readiness.

Category: Career Readiness Pathways

Research Cited:

Activity - ASVAB Testing---Senior Year	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The PHS Counselor will work with local military recruitment offices in order to provide opportunities for seniors to take ASVAB testing.	Career Preparation/ Orientation	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor

Strategy3:

KOSSA - All eligible seniors will be identified and given the opportunity to complete the annual KOSSA exam as a way to achieve the career readiness designation.

Category:

Research Cited:

Activity - KOSSA---senior testing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The CTE Coordinator will analyze transcript of seniors to determine who is eligible for KOSSA testing in January of the senior year.	Career Preparation/ Orientation	08/01/2016	05/31/2017	\$1000 - Perkins	CTE Coordinator; PHS Counselor; Assessment Coordinator

Strategy4:

Skills Scrimmage Tests - Career/Technical teachers will implement scrimmage testings and the analysis of student work as a strategy to improve student performance on skill proficiency standards assessments.

Category: Continuous Improvement

Research Cited:

Activity - Skills Practice Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Career Technical Education Teachers will use scrimmage tests and analysis as a strategy to improve student performance on KOSSA CTE exams.	Career Preparation/ Orientation	08/01/2016	02/28/2017	\$0 - No Funding Required	Career/Technical Ed. Teachers; PHS Principal; CTE Director

Strategy5:

Career Technical Education---Career Major Certificates - Students will be identified that plan to complete career majors and will be awarded certificates upon completion.

Category:

Research Cited:

Activity - Career Major Certificates	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
CTE director will work with PHS staff to identify students completing career majors. These students will be awarded certificates upon completion.	Career Preparation/ Orientation	08/01/2016	05/31/2017	\$500 - Perkins	CTE Director; CTE Teachers; PHS Principal; PHS Counselor

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Strategy6:

Advanced Placement - High School students will be provided with opportunities to participate in a variety of Advanced Placement courses.

Category:

Research Cited:

Activity - Advance Placement Course Offerings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will continue to work with high school leadership and staff to offer the funding, resources, and supports to successfully implement a variety of Advance Placement courses in each core area.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - District Funding	Instructional Coordinator; PHS Principal; PHS Counselor

Activity - Advance Kentucky	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent will continue its partnership with Advance KY (part of the National Math Science Initiative) as a source of funding and instructional resources to enable more students to take and successfully complete an Advanced Placement Course in either math, science, or English.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor; PHS AP Teachers

Goal 4:

2016-17 STATE-WIDE GAP GOAL---Increase the NAPD calculation for all students in the non-duplicated gap group in all content areas from 43.6% to 50% by 2017.

Measurable Objective 1:

collaborate to increase the NAPD calculation for all Paintsville Independent gap group students in all content areas from 43.6% to 50% by 05/31/2017 as measured by KPREP.

Strategy1:

Math Collaborative Effort - All math teachers will collaborate with one another on methods for improving math instruction at all grade levels. The math teachers will also work directly with students to improve their math skills. Student achievement will increase as they receive specialized math instruction.

Category: Continuous Improvement

Research Cited:

Activity - Teacher Mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide all math teachers with professional development opportunities and various resources that will increase teacher effectiveness and student achievement. The teachers will collaborate to develop lessons, share/develop teaching strategies, and seek professional learning opportunities.	Professional Learning	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Coordinator; Math teachers

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Activity - Direct Student Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
With guidance from district and school leadership the math teachers will have scheduled times to work with struggling math students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator; Math Teachers

Strategy2:

Reading Collaborative Effort - All English and Language Arts Teachers will collaborate with one another on methods for improving reading instruction at all grade levels. The teachers will also work directly with students to improve their reading skills. Student achievement will increase as they receive specialized reading instruction.

Category: Continuous Improvement

Research Cited:

Activity - Direct student instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ELA teachers will have scheduled times to work with struggling reading students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Coordinator; ELA Teachers

Activity - Teacher mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
ELA teachers will work with one another to develop lessons, discuss/model teaching strategies, and seek professional learning opportunities.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Supervisor

Strategy3:

Professional Learning Communities (PLC) - All staff will be members of Professional Learning Communities. Through this process they will be provided training on Common

Core Standards, learning strategies, differentiated instruction, formative assessment, classroom management, Response to Intervention, and various other topics.

Category:

Research Cited:

Activity - PD 360/Edviation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Through work in their PLC, teachers will view and discuss PD 360 videos related to their content area and the needs of gap students.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Activity - Analysis of Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level/content areas to analyze student work and/or student achievement data throughout the school year.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

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Strategy4:

Special Education District Supports - District leadership will provide supports and resources to ensure that students receiving special education services have increased academic achievement.

Category:

Research Cited:

Activity - Special Education Team Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Special education teachers and regular education teachers will meet regularly with principal and special education coordinator to discuss collaboration, transition, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Director of Special Education; PHS Principal; PES Principal

Activity - Documented Modifications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All staff members will document in lesson plans how they are making modifications, adaptations, and enrichments to address individual Gifted Services Plans, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Activity - School Based Therapy Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District will continue to utilize the school based therapy program provided by Mountain Comprehensive Care.	Behavioral Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	School Counselors; FRYSC Director; Classroom Teachers; School Nurse; PES Principal; PHS Principal

Strategy5:

Community of Hope Grant - In partnership with Johnson County schools and various community and government agencies, district and school leadership will research, write, and apply for a Community of Hope grant. The purpose of the grant is to target and assist students from disadvantaged backgrounds (particularly foster care children, truants, and the children of substance abusers).

Category:

Research Cited:

Activity - Community of Hope School Coordinator	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent, in partnership with Johnson Co. schools, will employ (with grant funds) a School Coordinator for the Community of Hope grant. This person will oversee the fulfillment of the grant guidelines.	Community Engagement	08/01/2016	05/31/2017	\$50000 - Grant Funds	Superintendent

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Activity - Community of Hope Parent Outreach Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent will support and be involved with the Johnson Co. Public Library in providing parent training sessions for various child developmental stages.	Community Engagement	10/03/2016	12/31/2016	\$0 - No Funding Required	Superintendent; FRYSC Coordinator; Instructional Coordinator

Goal 5:

2016-17 Paintsville Independent will provide a variety of supports and communications to all stakeholders.

Measurable Objective 1:

collaborate to provide supports and opportunities to stakeholders that help to ensure increased student achievement by 05/31/2017 as measured by various state assessment results; stakeholder surveys.

Strategy1:

Teacher Advisory Council - District leadership will create a teacher advisory council, consisting of teachers in both buildings, to express concerns and ideas to improve student achievement.

Category: Professional Learning & Support

Research Cited:

Activity - Monthly Teacher Advisory Council	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The teacher advisory council will meet on a monthly basis throughout the school year.	Community Engagement	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Advisory Council Teachers

Strategy2:

Full time school nurse - Through a partnership with the Johnson County Health Department the district will provide students with access to a full-time nurse.

Category: Management Systems

Research Cited:

Activity - District Wide Nurse	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide a full-time nurse for K-12 students and staff.	Other	08/01/2016	05/31/2017	\$25000 - Other	Superintendent

Measurable Objective 2:

collaborate to provide access to up-to-date technology for students and staff by 05/31/2017 as measured by district technology plan .

Strategy1:

Computer Access - All students will have access to computers (with internet access) in each classroom. The district will continue its efforts to lower the computer to student ratio until we achieve 1:1. Recently, the district has adopted a "Bring Your Own Device" policy in which the district is taking measures to achieve a 1:1 ratio.

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Category: Continuous Improvement

Research Cited:

Activity - Computer Access--all classrooms	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each classroom/learning space in the district will have computer access available to students and staff.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator

Strategy2:

Technology Plan - Each year both schools will incorporate a technology plan (that addresses their school technology needs) into their CSIP.

Category: Continuous Improvement

Research Cited:

Activity - Interactive Whiteboards	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator; PHS Principal; PES Principal

Activity - Appalachian Renaissance Initiative	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis.	Technology	08/14/2015	03/30/2018	\$130000 - Race to the Top	Superintendent, Instructional Coordinator, Technology Specialist

Activity - Computer/Network Upgrades	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$15000 - USAC Technology \$50000 - Race to the Top	Technology Director; PES Principal; PHS Principal;

Activity - Tech. Department Quarterly Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings.	Technology	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; District Technology Director

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Measurable Objective 3:

collaborate to provide and receive ongoing effective communication with our stakeholders by 05/31/2017 as measured by communication records; agendas; surveys; feedback.

Strategy1:

Administration Team Meetings - The district administration team will meet a minimum of once monthly to ensure that needed information has been given, receive reports from each department, and collaborate on upcoming work. The team will consist of: Superintendent; Instructional Coordinator; Finance Officer; Director of Special Ed.; Director of Pupil Personnel; Tech. Director; Building Principals, and Building Counselors.

Category: Continuous Improvement

Research Cited:

Activity - Monthly Administration Team Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities.	Policy and Process	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator

Strategy2:

School and District Websites - The school and district web pages will be designed and maintained to promote and communicate the district's focus on student achievement. It will include information on organizational directions, expectations, the learning culture, etc.

Category: Stakeholder Engagement

Research Cited:

Activity - Website Updates	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments.	Technology	08/01/2016	05/31/2017	\$3000 - USAC Technology	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal

Goal 6:

2016-17 STATE-WIDE GRADUATION RATE GOAL: INCREASE THE AVERAGE FRESHMAN GRADUATION RATE FROM 97.9% TO 99% BY 2018

Measurable Objective 1:

collaborate to increase the graduation for Paintsville Independent students from 98.1 (2015-16) to 99.1 by 05/31/2017 as measured by Unbridled Learning graduation data.

Strategy1:

Persistence to Graduation - The district leadership team will periodically run the Persistence to Graduation Report (available in Inf. Campus) SY 2016-2017

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to assist school leadership and staff in identifying and helping students who may be "off track" for on-time high school graduation or at risk of dropping out.

Category:

Research Cited:

Activity - Elementary Persistence Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and elementary leadership staff will regularly run and analyze the Persistence to Graduation Report for their students. Even though these children are in the early years of education "warning signs" could already be appearing for risk factors that would make them likely to drop out as older students. The parents of students scoring a 6 or greater will be informed of the drop-out risk factors.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator; PES Principal; PES Counselor

Activity - Middle and High School Mentoring Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school Leadership will run the Persistence to Graduation report once per semester. Students scoring a 6 or greater will become part of the mentoring program. Students who are part of program will be divided evenly among staff members. Staff members will make frequent contact with students through such activities as mentoring sessions, informal conversations, contacting parents, checking on progress in courses. The idea is to develop a strong positive bond with at least one staff member for our most at-risk students.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor; PMS Counselor; PHS/PMS Staff

Strategy2:

TRANSITION PROGRAMS - The district will continue to support transition programs/opportunities for students as they transition from our elementary to our high school campus (7th grade).

Category:

Research Cited:

Activity - JUMPSTART	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All incoming 7th graders will have the opportunity to participate in a Jump Start Program emphasizing the transition from elementary to middle school.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - Other	PHS PRINCIPAL; PMS/PHS COUNSELORS; FAMILY AND YOUTH SERVICES DIRECTOR; JUMPSTART STAFF

Activity - TRANSITION TEAM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A group consisting of faculty in both buildings (intermediate elementary teachers and middle school teachers) will meet during the spring to discuss and plan transition for incoming middle school students (those going from elementary to middle school).	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PES Principal; PHS Principal;

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Activity - Middle School Afterschool Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Through a collaborative effort with the city of Paintsville, we will provide (free of charge) an afterschool program for middle school students.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; Afterschool Director

Strategy3:

Student Academic Assistance - The district will support and provide assistance in developing and implementing a tutoring program district-wide to ensure students stay on track for graduation.

Category:

Research Cited:

Activity - HIGH SCHOOL TUTORING	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0 - Other	PHS COUNSELORS; PHS COUNSELORS; PHS TEACHERS

Activity - MIDDLE SCHOOL TUTORING	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff, in collaboration with afterschool staff, will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0 - Other	PMS/PHS Principal; PMS Counselor; PMS Teachers; Afterschool Director and Staff

Activity - Credit Recovery	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will continue to provide resources and support for the high school credit recovery program.	Academic Support Program	08/01/2016	05/31/2017	\$2400 - Other	PHS Principal; PHS Counselor; PHS Teachers

Strategy4:

Professional Cadres/Learning Communities - The district will research and provide supports to schools for district and school leadership and staff to be active participants in a variety of professional cadres.

Category:

Research Cited:

Activity - Transition Cadre	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will send school representatives to Transition Facilitator Cadre meetings provided by the Big East Special Education Cooperative.	Professional Learning	08/01/2016	05/31/2017	\$1000 - IDEA	District Sp. Ed Director; Sp Ed Staff

Strategy5:

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Post secondary partnerships - The district will commit to maintaining and enhancing its partnership with a variety of post-secondary institutions.

Category: Persistence to Graduation

Research Cited:

Activity - Big Sandy Community and Technical College	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school leadership will partner with BSCTC leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - General Fund	PHS PRINCIPAL; PHS COUNSELOR; SUPERINTENDENT

Activity - MOREHEAD STATE UNIVERSITY PARTNERSHIP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school leadership will partner with Morehead State University leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - District Funding	Superintendent; PHS Principal; PHS Counselor

Goal 7:
2016-17 STATE WIDE GOAL--Reduce the number of novice in the elementary, middle, and high school by 50% over the next 5 years.

Measurable Objective 1:
A 10% decrease of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency in the annual reduction of Novice scores in Mathematics by 05/31/2017 as measured by state mandated assessments.

Strategy1:
Technology Implementation - Students will use technology to increase learning.

Category: Continuous Improvement

Research Cited:

Activity - WinMath, Digits, Icurio	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use various sources of software and technology to increase math proficiency.	Technology	08/01/2016	05/31/2017	\$50000 - Race to the Top	Teachers Technology Coordinator

Strategy2:
RTI - School principals will collaborate with math teachers to identify students who scored novice on the K-Prep assessment and develop a plan to decrease those numbers by 10% each school year. Once the students have been identified, the principal and school counselors will

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schedule opportunities for these students to receive additional educational services to improve learning and increase test scores.

Category: Continuous Improvement

Research Cited:

Activity - Small Group Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have been identified as scoring Novice on the state assessment will be placed in small class sizes or receive individualized instruction to increase math proficiency.	Direct Instruction	08/01/2016	05/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor, Teachers

Strategy3:

KDE Content Networks - Our district will actively seek out and attend content networks provided by KDE and implement Best Practices and strategies provided.

Category: Professional Learning & Support

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will attend regular meetings of networks. They will learn new strategies and then implement them in their classroom to boost student achievement.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor, Principal, Teachers

Strategy4:

MAP Testing - Students will be assessed 3 times throughout the school year to determine the proficiency levels of all students in math, reading, and science. MAP allows the district to identify those students who are scoring at the novice level and provide appropriate strategies for RTI.

Category: Continuous Improvement

Research Cited:

Activity - MAP testing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students scoring novice in reading, math, or science on the MAP assessment will be placed for RTI.	Academic Support Program	10/01/2016	05/31/2017	\$12000 - Other	Superintendent, Instructional Supervisor, Building Principals, Guidance Counselors, Technology Coordinator, Teachers

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:	No school in the district has failed to meet its gap target for two (2) consecutive years.		

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?

When the teachers and administrators of Paintsville Independent Schools analyze data, we are doing it for a single, unified purpose. Our ultimate goal is to increase student achievement, and discover ways in which we can best serve our students and their families. Also, we are focused on increasing teacher effectiveness, increasing leadership effectiveness, and creating a positive school culture for all stakeholders.

A few basic questions guided our focus when looking at data.

1. In what areas do our students excel?
2. In what areas do our students need improvement?
3. What resources can our district provide to all stakeholders to increase student achievement?

Our district improvement team analyzed various sources of data to make informed decisions relating directly to student achievement and to create an overall better experience for all stakeholders.

Data Sources

1. School/District Report Cards--Available on the Kentucky Department of Education Website and it shows current data related to various assessments administered throughout the school year.
2. Non-Academic Indicators--Dropout, retention, transition rates from the 2014-15 school year.
3. Tell (Teaching, Empowering, Leading, Learning) Survey--Voluntary teacher survey administered state wide.

School Report Card Analysis

When we analyzed the Unbridled Learning District Report Card, we gained a great insight as to how the Paintsville Independent School District compared to other districts in the state. Our district earned an overall score of 76.4, which was an increase from the previous year where our overall score was 72.3. PISD is classified as Distinguished District and a District of Distinction. The individual school results are listed below.

Paintsville Elementary School Data

- Overall Score 2014-15 2015-16
69.1 81.2
- Classification--Distinguished and Progressing
- Rewards and Assistance Category--School of Distinction
- PES met their AMO Goal and Participation Rate Goal

Paintsville Junior High School Data

- Overall Score 2014-15 2015-16
73.5 69.3
- Classification--Proficient School
- PJHS did not meet their AMO Goal, but they did meet their Participation Rate Goal

Paintsville High School Data

SY 2016-2017

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- Overall Score 2014-15 2015-16

76.1 74.5

- Classification--Proficient

-PHS met their Participation Rate Goal and Graduation Rate Goal.

- PHS did not meet their AMO Goal.

- PHS ranks 42/222 in the State on the ACT with a composite score of 20.6.

- PHS Graduation Rate was 97.9% based on the 5 year Cohort Model.

Paintsville Elementary School made considerable gains on last year's Unbridled Learning Assessments in achievement, college and career readiness, and graduation rate.

PISD Analysis of Non-Academic Data

-PES Retention Rate--2.8%, which is slightly higher than the state average of 1.9%

-PJHS and PHS Retention Rate--0.6%, which is below the state average of 1.8%

-PHS Dropout Rate--0%, which is below the state average of 1.5%

Transition to Adult Life after Graduation Data

-87.2% of 2016 graduates attended college (in-state or out of state).

-6.4% of 2016 graduates attended vocational/technical training.

TELL Survey Data Analysis

The 2015 TELL Survey results have been analyzed at the school and district levels and some common threads were found within the schools. The majority of the teachers in the PISD gave positive marks for the school in all of the categories, which were higher than the state averages. Specifically, the district received high marks in providing adequate time and classroom sizes, clean and safe facilities and resources, excellent community involvement, teacher leadership, school leadership, and instructional practices and support. However, some teachers felt like they needed more time to collaborate with their colleagues and a desire to see student discipline handles in a more consistent manner. Most teachers who were surveyed deemed the professional learning opportunities as adequate but would like more follow up on certain issues.

*The Tell Survey will be administered again during the 2016-17 school year.

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?

Strengths noted in the School Report Card:

1. Our graduation rate of 97.9% is well above state average based on the 5 year Cohort Model.
2. Our College/Career Readiness rate for high school is equal with the state average.
3. Our growth scores have improved significantly at the elementary school, which are above state average.
4. Our Gap scores continue to improve at the elementary. The elementary scores in Reading, Math, Social Studies, Writing, and Language Mechanics are now higher than the state average. The middle school scored above state average in Reading and Writing. The high school scores continue to rank above the state average in reading and social studies.
5. Achievement at all schools shows improvement and higher than state averages.
 - PES, PMS, PHS are above state average in reading.
 - PES is above state average in mathematics.
 - PES, PMS, PHS are above state average in social studies.
 - PES, PMS, and PHS are above state average for on-demand writing.
6. Paintsville Elementary earned a Distinguished/Progressing classification after earning an 81.2 overall score on the Unbridled Learning Accountability model. PES was also recognized as a School of Distinction.
7. Paintsville Middle School earned a Proficient classification.
8. Paintsville High School earned a Proficient classification.
9. Paintsville Independent School District earned a Distinguished Classification and also was named a District of Distinction based upon the Unbridled Learning Accountability results.

Strengths noted in non-academic data:

1. 93.6% of our 2016 graduates continued their education in a college/vocational/technical institution.
2. Our students with disabilities scored higher than the state and cooperative average in all levels of reading and math.

Strengths noted from the TELL data:

1. In regards to questions about time a high percentage of staff reported favorably about how our schools manage it. Staff reported favorably (well above state average) in regards to reasonable class sizes, access to instructional support materials, minimal interruptions, non-instructional time for planning; efforts to minimize paperwork, sufficient instructional time, and teachers being protected from nonessential roles that take away from instructional time.

Opportunities for Improvement

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

Areas where our District can improve as identified through various sources of data:

1. Achievement--Unbridled Learning

--Math--All schools can improve math scores for the Unbridled Learning Accountability model.

--Science (biology)--PHS scored below state average.

--Language Mechanics--PES and PHS scored below state average.

2. Gap--Unbridled Learning

--Math--PJHS and PHS scored below state average.

--Science--PHS scored below state average.

--Social Studies--PJHS and PHS scored below state average.

--Language Mechanics--PHS scored below state average.

3. Growth--Unbridled Learning

--PJHS and PHS scored below state average.

4. Based on TELL survey responses a significant need is increased time for collaboration with colleagues and uniform/consistent rules applied to all students.

Oversight and Monitoring

Describe your processes and interventions for monitoring continuous improvement.

The Paintsville Independent School District takes its role for monitoring continuous improvement seriously and seeks to perform actions/supports which will increase student achievement on a daily basis. Whenever new data related to student achievement is received not only does the faculty/leadership at the school level analyze the data, but also members of district leadership team are involved in the analysis as well. For instance, when data from K-Prep testing is analyzed, the Superintendent, Instructional Supervisor, and Director of Special Education for Paintsville Independent filter through student scores and analyze them by sub-groups as well. Our leadership team then uses the data analysis to devise plans to better serve students, be it acquisition of new resources, revision or addition of services offered to students, staff development, etc. Since our district is so small we see the central office, the elementary, and the high school not as separate entities, but one unit. At the district level, leadership continues to reinforce the idea of shared resources and information between the buildings.

Conclusion

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

After review of all the data components related to student achievement, we have concluded that our schools must continue to monitor and facilitate successful classroom instruction to ensure an increase in student success. The administration and faculty in the Paintsville Independent School District must remain focused on improving achievement scores in all content areas on K-Prep and remain focused on providing the assistance and guidance necessary to make sure our GAP population performs at a Proficient or distinguished level on state assessments.

Plan for Comprehensive District Improvement Plan

Overview

Plan Name

Plan for Comprehensive District Improvement Plan

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	2016-17 STATE WIDE GOAL---Increase the averaged combined reading and math K-Prep scores for elementary, middle, and high school students in 2017.	Objectives: 2 Strategies: 5 Activities: 7	Organizational	\$50500
2	2016-17 STATE WIDE GOAL---Increase the percentage of students who are college and/or career ready from 73.7% to 78% by 2017.	Objectives: 1 Strategies: 6 Activities: 7	Organizational	\$6500
3	2016-17 STATE-WIDE GAP GOAL---Increase the NAPD calculation for all students in the non-duplicated gap group in all content areas from 43.6% to 50% by 2017.	Objectives: 1 Strategies: 5 Activities: 11	Organizational	\$50000
4	2016-17 All teachers at Paintsville Independent will actively participate in a variety of professional growth opportunities focused on increasing student achievement.	Objectives: 3 Strategies: 5 Activities: 6	Organizational	\$6000
5	2016-17 Paintsville Independent will provide a variety of supports and communications to all stakeholders.	Objectives: 3 Strategies: 6 Activities: 9	Organizational	\$243000
6	2016-17 STATE-WIDE GRADUATION RATE GOAL: INCREASE THE AVERAGE FRESHMAN GRADUATION RATE FROM 97.9% TO 99% BY 2018	Objectives: 1 Strategies: 5 Activities: 11	Organizational	\$9400
7	2016-17 STATE WIDE GOAL(Optional)--Every student is taught by an effective teacher.	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$0
8	2016-17 STATE WIDE GOAL(Optional)--Every school is led by an effective leader.	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$5500
9	2016-17 STATE WIDE GOAL--Reduce the number of novice in the elementary, middle, and high school by 50% over the next 5 years.	Objectives: 1 Strategies: 4 Activities: 4	Academic	\$62500

Goal 1: 2016-17 STATE WIDE GOAL---Increase the averaged combined reading and math K-Prep scores for elementary, middle, and high school students in 2017.

Measurable Objective 1:

collaborate to increase the overall reading for Paintsville Independent Schools: Paintsville Elementary School from 93.1 to 95 in 2017, Paintsville Middle School from 76.3 to 81.3 in 2017, and Paintsville High School from 68.1 to 73.1 by 2017. by 05/31/2017 as measured by KPREP .

(shared) Strategy 1:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.
Category:

Activity - Content Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$500	District Funding	Instructional Supervisor

(shared) Strategy 2:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.
Category:

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

(shared) Strategy 3:

Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.
Category:

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Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

(shared) Strategy 4:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15). Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$50000	General Fund	Superintendent

(shared) Strategy 5:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams. Schools: Paintsville Elementary School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PES Principal; PES Guidance Counselor

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PHS Principal; PHS Guidance Counselor

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Activity - High School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Measurable Objective 2:

collaborate to increase the overall math for Paintsville Independent Schools: Paintsville Elementary from 86.6 to 90.6 in 2017; Paintsville Middle School from 65.5 to 70 in 2017, and Paintsville High School from 57.2 to 62.2 in 2017 by 05/31/2017 as measured by KPREP .

(shared) Strategy 1:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.

Category:

Activity - Content Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$500	District Funding	Instructional Supervisor

(shared) Strategy 2:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.

Category:

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

(shared) Strategy 3:

Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.

Category:

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Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

(shared) Strategy 4:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15). Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$50000	General Fund	Superintendent

(shared) Strategy 5:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams. Schools: Paintsville Elementary School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PES Principal; PES Guidance Counselor

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PHS Principal; PHS Guidance Counselor

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Activity - High School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Goal 2: 2016-17 STATE WIDE GOAL---Increase the percentage of students who are college and/or career ready from 73.7% to 78% by 2017.

Measurable Objective 1:

collaborate to increase the college and career readiness rate of our high school students from 73.7 to 78 by 05/31/2017 as measured by the Unbridled Learning College/Career Readiness Formula.

Strategy 1:

Junior Mock ACT Exams - High School juniors will take a full-length mock ACT exams once per 9 weeks during the first 3 quarters of their junior year.

Category:

Activity - Junior Mock ACT	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During their junior year students will take a full-length mock ACT exam once per 9 weeks, for the first 3 nine weeks. Tests will be scored and returned to students, along with a list of missed questions for their review. Teachers will also receive and analyze results and will review test items with students in their core classes (English/Reading, Math, Science). Student progress will be tracked in order to identify students needing extra assistance to achieve benchmark. Schools: Paintsville High School	Academic Support Program	08/01/2016	03/03/2017	\$3000	District Funding	PHS Teachers; PHS Principal; PHS Counselor; Assessment Coordinator

Strategy 2:

Skills Scrimmage Tests - Career/Technical teachers will implement scrimmage testings and the analysis of student work as a strategy to improve student performance on skill proficiency standards assessments.

Category: Continuous Improvement

Activity - Skills Practice Exams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Career Technical Education Teachers will use scrimmage tests and analysis as a strategy to improve student performance on KOSSA CTE exams. Schools: Paintsville High School	Career Preparation/Orientation	08/01/2016	02/28/2017	\$0	No Funding Required	Career/Technical Ed. Teachers; PHS Principal; CTE Director
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Strategy 3:

Career Technical Education---Career Major Certificates - Students will be identified that plan to complete career majors and will be awarded certificates upon completion.

Category:

Activity - Career Major Certificates	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CTE director will work with PHS staff to identify students completing career majors. These students will be awarded certificates upon completion. Schools: Paintsville High School	Career Preparation/Orientation	08/01/2016	05/31/2017	\$500	Perkins	CTE Director; CTE Teachers; PHS Principal; PHS Counselor

Strategy 4:

Advanced Placement - High School students will be provided with opportunities to participate in a variety of Advanced Placement courses.

Category:

Activity - Advance Kentucky	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paintsville Independent will continue its partnership with Advance KY (part of the National Math Science Initiative) as a source of funding and instructional resources to enable more students to take and successfully complete an Advanced Placement Course in either math, science, or English. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PHS Counselor; PHS AP Teachers

Activity - Advance Placement Course Offerings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District leadership will continue to work with high school leadership and staff to offer the funding, resources, and supports to successfully implement a variety of Advance Placement courses in each core area. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$2000	District Funding	Instructional Coordinator; PHS Principal; PHS Counselor

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Strategy 5:

ASVAB Testing - During the senior year all students will be provided with the opportunity to take the ASVAB exam as a means of achieving the academic component of career readiness.

Category: Career Readiness Pathways

Activity - ASVAB Testing---Senior Year	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The PHS Counselor will work with local military recruitment offices in order to provide opportunities for seniors to take ASVAB testing. Schools: Paintsville High School	Career Preparation/Orientation	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PHS Counselor

Strategy 6:

KOSSA - All eligible seniors will be identified and given the opportunity to complete the annual KOSSA exam as a way to achieve the career readiness designation.

Category:

Activity - KOSSA---senior testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The CTE Coordinator will analyze transcript of seniors to determine who is eligible for KOSSA testing in January of the senior year. Schools: Paintsville High School	Career Preparation/Orientation	08/01/2016	05/31/2017	\$1000	Perkins	CTE Coordinator; PHS Counselor; Assessment Coordinator

Goal 3: 2016-17 STATE-WIDE GAP GOAL---Increase the NAPD calculation for all students in the non-duplicated gap group in all content areas from 43.6% to 50% by 2017.

Measurable Objective 1:

collaborate to increase the NAPD calculation for all Paintsville Independent gap group students in all content areas from 43.6% to 50% by 05/31/2017 as measured by KPREP.

Strategy 1:

Reading Collaborative Effort - All English and Language Arts Teachers will collaborate with one another on methods for improving reading instruction at all grade levels. The teachers will also work directly with students to improve their reading skills. Student achievement will increase as they receive specialized reading instruction.

Category: Continuous Improvement

Activity - Teacher mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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ELA teachers will work with one another to develop lessons, discuss/model teaching strategies, and seek professional learning opportunities. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	Superintendent; Instructional Supervisor
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Activity - Direct student instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The ELA teachers will have scheduled times to work with struggling reading students at a variety of grade levels. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	Superintendent; Instructional Coordinator; ELA Teachers

Strategy 2:

Math Collaborative Effort - All math teachers will collaborate with one another on methods for improving math instruction at all grade levels. The math teachers will also work directly with students to improve their math skills. Student achievement will increase as they receive specialized math instruction.

Category: Continuous Improvement

Activity - Teacher Mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide all math teachers with professional development opportunities and various resources that will increase teacher effectiveness and student achievement. The teachers will collaborate to develop lessons, share/develop teaching strategies, and seek professional learning opportunities. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	Other	Superintendent; Instructional Coordinator; Math teachers

Activity - Direct Student Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
With guidance from district and school leadership the math teachers will have scheduled times to work with struggling math students at a variety of grade levels. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	Superintendent; Instructional Coordinator; Math Teachers

Strategy 3:

Professional Learning Communities (PLC) - All staff will be members of Professional Learning Communities. Through this process they will be provided training on Common

Core Standards, learning strategies, differentiated instruction, formative assessment, classroom management, Response to Intervention, and various other topics.

Category:

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Activity - Analysis of Student Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level/content areas to analyze student work and/or student achievement data throughout the school year. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

Activity - PD 360/Edivation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through work in their PLC, teachers will view and discuss PD 360 videos related to their content area and the needs of gap students. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

Strategy 4:

Special Education District Supports - District leadership will provide supports and resources to ensure that students receiving special education services have increased academic achievement.

Category:

Activity - Special Education Team Collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education teachers and regular education teachers will meet regularly with principal and special education coordinator to discuss collaboration, transition, IEPs, and 504s. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	Director of Special Education; PHS Principal; PES Principal

Activity - Documented Modifications	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff members will document in lesson plans how they are making modifications, adaptations, and enrichments to address individual Gifted Services Plans, IEPs, and 504s. Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

Activity - School Based Therapy Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District will continue to utilize the school based therapy program provided by Mountain Comprehensive Care. Schools: All Schools	Behavioral Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	School Counselors; FRYSC Director; Classroom Teachers; School Nurse; PES Principal; PHS Principal
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Strategy 5:

Community of Hope Grant - In partnership with Johnson County schools and various community and government agencies, district and school leadership will research, write, and apply for a Community of Hope grant. The purpose of the grant is to target and assist students from disadvantaged backgrounds (particularly foster care children, truants, and the children of substance abusers).

Category:

Activity - Community of Hope Parent Outreach Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paintsville Independent will support and be involved with the Johnson Co. Public Library in providing parent training sessions for various child developmental stages. Schools: All Schools	Community Engagement	10/03/2016	12/31/2016	\$0	No Funding Required	Superintendent; FRYSC Coordinator; Instructional Coordinator

Activity - Community of Hope School Coordinator	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paintsville Independent, in partnership with Johnson Co. schools, will employ (with grant funds) a School Coordinator for the Community of Hope grant. This person will oversee the fulfillment of the grant guidelines. Schools: All Schools	Community Engagement	08/01/2016	05/31/2017	\$50000	Grant Funds	Superintendent

Goal 4: 2016-17 All teachers at Paintsville Independent will actively participate in a variety of professional growth opportunities focused on increasing student achievement.

Measurable Objective 1:

collaborate to provide professional growth opportunities related to career/technical education by 05/31/2017 as measured by Kentucky Occupational Skill Standards Assessment (KOSSA); teacher reflection records; observations.

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Strategy 1:

Kentucky Career Technical Education Conference - District Career/Technical Education Coordinator will work with school leadership and staff to insure teachers are provided with opportunities to attend the annual Kentucky Career/Technical Education Conference. Teachers attending will share what they have learned in their Professional Learning Communities.

Category: Professional Learning & Support

Activity - Summer CTE Conference	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in the district CTE program will attend the annual summer state CTE conference. Schools: Paintsville High School	Professional Learning	07/01/2017	07/31/2017	\$1500	Perkins	CTE Coordinator; CTE Staff

Measurable Objective 2:

collaborate to provide professional growth opportunities related to college readiness by 05/31/2017 as measured by A.C.T. exam results; Advanced Placement exam results; S.A.T. exam results; college/career readiness rate.

Strategy 1:

Advanced Placement Trainings - District leadership will work with school leadership and staff to provide funding, resources, and supports to enable teachers to receive professional growth opportunities that will enable them to show increased student achievement in AP courses.

Category: Professional Learning & Support

Activity - Advanced Placement Institutes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training. Schools: Paintsville High School	Academic Support Program	07/01/2017	08/01/2017	\$2000	District Funding	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers

Measurable Objective 3:

collaborate to provide teachers with a variety of professional growth experiences to assist them in increasing student achievement by 05/31/2017 as measured by KPREP results; district level assessments; Tell Survey results.

Strategy 1:

PD 360/Edivation - All staff will have access to and training regarding the on-demand Professional Development platform of PD 360/Edivation.

Category: Professional Learning & Support

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Activity - PD 360/Edivation Courses	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will be trained on how to access PD 360/Edivation and the resources that are available through the online platform. Schools: All Schools	Professional Learning	08/01/2016	06/30/2017	\$0	No Funding Required	District PD Coordinator

Strategy 2:

Feedback for Professional Reflection/Growth - Teachers will receive feedback on their classroom instruction from a variety of school personnel.

Category: Professional Learning & Support

Activity - Lesson Plan Review (CIITS)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will view and evaluate lesson plans on a regular basis and give feedback. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PES Principal

Activity - Adminstrator Walkthroughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	No Funding Required	Superintende nt; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal

Strategy 3:

Technology Professional Development - District leadership will continue to provide supports to school leadership and staff to conduct and implement needed professional development opportunities related to the use of technology to increase student achievement.

Category: Professional Learning & Support

Activity - Yearly Technology Related P.D. Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$2500	Title II Part D	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal

Goal 5: 2016-17 Paintsville Independent will provide a variety of supports and communications to all stakeholders.

Measurable Objective 1:

collaborate to provide access to up-to-date technology for students and staff by 05/31/2017 as measured by district technology plan .

Strategy 1:

Technology Plan - Each year both schools will incorporate a technology plan (that addresses their school technology needs) into their CSIP.

Category: Continuous Improvement

Activity - Computer/Network Upgrades	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$65000	Race to the Top, USAC Technology	Technology Director; PES Principal; PHS Principal;
Activity - Tech. Department Quarterly Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$0	No Funding Required	Superintendent; District Technology Director
Activity - Interactive Whiteboards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$10000	USAC Technology	District Technology Coordinator; PHS Principal; PES Principal
Activity - Appalachian Renaissance Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis. Schools: All Schools	Technology	08/14/2015	03/30/2018	\$130000	Race to the Top	Superintendent, Instructional Coordinator, Technology Specialist
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Strategy 2:

Computer Access - All students will have access to computers (with internet access) in each classroom. The district will continue its efforts to lower the computer to student ratio until we achieve 1:1. Recently, the district has adopted a "Bring Your Own Device" policy in which the district is taking measures to achieve a 1:1 ratio.
Category: Continuous Improvement

Activity - Computer Access--all classrooms	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each classroom/learning space in the district will have computer access available to students and staff. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$10000	USAC Technology	District Technology Coordinator

Measurable Objective 2:

collaborate to provide and receive ongoing effective communication with our stakeholders by 05/31/2017 as measured by communication records; agendas; surveys; feedback.

Strategy 1:

Administration Team Meetings - The district administration team will meet a minimum of once monthly to ensure that needed information has been given, receive reports from each department, and collaborate on upcoming work. The team will consist of: Superintendent; Instructional Coordinator; Finance Officer; Director of Special Ed.; Director of Pupil Personnel; Tech. Director; Building Principals, and Building Counselors.

Category: Continuous Improvement

Activity - Monthly Administration Team Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities. Schools: All Schools	Policy and Process	08/01/2016	05/31/2017	\$0	No Funding Required	Superintendent; Instructional Coordinator

Strategy 2:

School and District Websites - The school and district web pages will be designed and maintained to promote and communicate the district's focus on student achievement. It will include information on organizational directions, expectations, the learning culture, etc.

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Category: Stakeholder Engagement

Activity - Website Updates	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$3000	USAC Technology	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal

Measurable Objective 3:

collaborate to provide supports and opportunities to stakeholders that help to ensure increased student achievement by 05/31/2017 as measured by various state assessment results; stakeholder surveys.

Strategy 1:

Full time school nurse - Through a partnership with the Johnson County Health Department the district will provide students with access to a full-time nurse.

Category: Management Systems

Activity - District Wide Nurse	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide a full-time nurse for K-12 students and staff. Schools: All Schools	Other	08/01/2016	05/31/2017	\$25000	Other	Superintendent

Strategy 2:

Teacher Advisory Council - District leadership will create a teacher advisory council, consisting of teachers in both buildings, to express concerns and ideas to improve student achievement.

Category: Professional Learning & Support

Activity - Monthly Teacher Advisory Council	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The teacher advisory council will meet on a monthly basis throughout the school year. Schools: All Schools	Community Engagement	08/01/2016	05/31/2017	\$0	No Funding Required	Superintendent; Advisory Council Teachers

Goal 6: 2016-17 STATE-WIDE GRADUATION RATE GOAL: INCREASE THE AVERAGE FRESHMAN GRADUATION RATE FROM 97.9% TO 99% BY 2018

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Measurable Objective 1:

collaborate to increase the graduation for Paintsville Independent students from 98.1 (2015-16) to 99.1 by 05/31/2017 as measured by Unbridled Learning graduation data.

Strategy 1:

Post secondary partnerships - The district will commit to maintaining and enhancing its partnership with a variety of post-secondary institutions.

Category: Persistence to Graduation

Activity - Big Sandy Community and Technical College	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school leadership will partner with BSCTC leadership in order to provide high school students with the opportunity to take a variety of both college and career courses. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$2000	General Fund	PHS PRINCIPAL; PHS COUNSELOR ; SUPERINTE NDENT

Activity - MOREHEAD STATE UNIVERSITY PARTNERSHIP	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school leadership will partner with Morehead State University leadership in order to provide high school students with the opportunity to take a variety of both college and career courses. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$2000	District Funding	Superintende nt; PHS Principal; PHS Counselor

Strategy 2:

TRANSITION PROGRAMS - The district will continue to support transitions programs/opportunities for students as they transition from our elementary to our high school campus (7th grade).

Category:

Activity - JUMPSTART	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All incoming 7th graders will have the opportunity to participate in a Jump Start Program emphasizing the transition from elementary to middle school. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$2000	Other	PHS PRINCIPAL; PMS/PHS COUNSELOR S; FAMILY AND YOUTH SERVICES DIRECTOR; JUMPSTART STAFF

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Activity - TRANSITION TEAM	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A group consisting of faculty in both buildings (intermediate elementary teachers and middle school teachers) will meet during the spring to discuss and plan transition for incoming middle school students (those going from elementary to middle school). Schools: All Schools	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PES Principal; PHS Principal;

Activity - Middle School Afterschool Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through a collaborative effort with the city of Paintsville, we will provide (free of charge) an afterschool program for middle school students. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	Other	PHS Principal; Afterschool Director

Strategy 3:

Student Academic Assistance - The district will support and provide assistance in developing and implementing a tutoring program district-wide to ensure students stay on track for graduation.

Category:

Activity - HIGH SCHOOL TUTORING	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The high school staff will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation. Schools: Paintsville High School	Tutoring	08/01/2016	05/31/2017	\$0	Other	PHS COUNSELORS; PHS COUNSELORS; PHS TEACHERS

Activity - Credit Recovery	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District leadership will continue to provide resources and support for the high school credit recovery program. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$2400	Other	PHS Principal; PHS Counselor; PHS Teachers

Activity - MIDDLE SCHOOL TUTORING	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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The middle school staff, in collaboration with afterschool staff, will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation. Schools: All Schools	Tutoring	08/01/2016	05/31/2017	\$0	Other	PMS/PHS Principal; PMS Counselor; PMS Teachers; Afterschool Director and Staff
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Strategy 4:

Persistence to Graduation - The district leadership team will periodically run the Persistence to Graduation Report (available in Inf. Campus) to assist school leadership and staff in identifying and helping students who may be "off track" for on-time high school graduation or at risk of dropping out.

Category:

Activity - Elementary Persistence Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and elementary leadership staff will regularly run and analyze the Persistence to Graduation Report for their students. Even though these children are in the early years of education "warning signs" could already be appearing for risk factors that would make them likely to drop out as older students. The parents of students scoring a 6 or greater will be informed of the drop-out risk factors. Schools: Paintsville Elementary School	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	Superintendent; Instructional Coordinator; PES Principal; PES Counselor

Activity - Middle and High School Mentoring Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school Leadership will run the Persistence to Graduation report once per semester. Students scoring a 6 or greater will become part of the mentoring program. Students who are part of program will be divided evenly among staff members. Staff members will make frequent contact with students through such activities as mentoring sessions, informal conversations, contacting parents, checking on progress in courses. The idea is to develop a strong positive bond with at least one staff member for our most at-risk students. Schools: Paintsville High School	Academic Support Program	08/01/2016	05/31/2017	\$0	No Funding Required	PHS Principal; PHS Counselor; PMS Counselor; PHS/PMS Staff

Strategy 5:

Professional Cadres/Learning Communities - The district will research and provide supports to schools for district and school leadership and staff to be active participants in a variety of professional cadres.

Category:

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Activity - Transition Cadre	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will send school representatives to Transition Facilitator Cadre meetings provided by the Big East Special Education Cooperative. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$1000	IDEA	District Sp. Ed Director; Sp Ed Staff

Goal 7: 2016-17 STATE WIDE GOAL(Optional)--Every student is taught by an effective teacher.

Measurable Objective 1:

demonstrate a proficiency in using classroom management practices and instructional strategies to effectively educate all students by 05/31/2017 as measured by the Paintsville Independent School District Certified Personnel Evaluation Plan.

Strategy 1:

School Based Leadership Teams - Teachers and Principal will have monthly meetings (PLC's) in which they discuss best practices related to instruction and classroom management.

Category: Professional Learning & Support

Activity - PLC's	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Principals will engage in frequent PLC's to discuss, evaluate, and analyze best practices for classroom management and instruction. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	Other	Instructional Coordinator; PHS Principal, PHS Teachers; PES Principal; PES Teachers

Strategy 2:

Professional Development Opportunities - Teachers and principals will seek Professional Development opportunities.

Category: Continuous Improvement

Activity - TPGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will engage in professional development opportunities provided by the district in conjunction with state and regional cooperative partners that will assist teachers with writing individual PGP's, self reflections, and Student Growth Goals for TPGES. Schools: All Schools	Professional Learning	08/31/2016	05/31/2017	\$0	Other	Instructional Coordinator; PHS Principal; PES Principal
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Strategy 3:

TPGES Observations - Principal and peer observer will complete formal and informal observations.

Category: Continuous Improvement

Activity - TPGES Observations/Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The PHS Principal or his designee and a peer observer will evaluate non-tenured teachers annually and complete a minimum of 4 observations throughout the year. Tenured teachers will be observed 4 times over a 3 year period. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$0	Other	PHS Principal; PES Principal; Instructional Coordinator

Goal 8: 2016-17 STATE WIDE GOAL(Optional)--Every school is led by an effective leader.

Measurable Objective 1:

demonstrate a proficiency of being identified as an effective principal by 05/31/2017 as measured by the Paintsville Independent School District Certified Evaluation Plan.

Strategy 1:

Principal Preparation/Training - District and school leadership will collaborate to ensure that all principals are trained in the PGES system.

Category: Principal PGES

Activity - Danielson Certification/Calibration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Leadership will support principals as they complete Teachscape trainings and acquire certification in the Danielson Framework for teacher observation. District will also provide programs for principals to calibrate annually to ensure their accuracy with evaluating teacher observation. Schools: All Schools	Professional Learning	07/01/2016	06/30/2017	\$500	District Funding	Superintendent; Instructional Coordinator; PHS Principal; PES Principal

Strategy 2:

District Leadership Team - A plan will be developed for PPGES implementation.

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Category: Principal PGES

Activity - District Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will collaborate to ensure all leadership is equipped with all the tools necessary to participate in the PPGES process. Schools: All Schools	Professional Learning	07/01/2016	06/30/2017	\$0	No Funding Required	Superintendent; Instructional Coordinator

Strategy 3:

PPGES Training - All principals will seek Professional Development Opportunities to ensure effective leadership.

Category: Principal PGES

Activity - PPGES Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school administrators will be trained through Edviation, webcasts, simulcasts, professional meetings, cadre meetings, etc. to grasp the concepts and process for PPGES. Principals will participate in PLC's and develop a Professional Growth Plan, a self reflection, and Student Growth Goals. Schools: All Schools	Professional Learning	07/01/2016	06/30/2017	\$5000	District Funding	Superintendent; Instructional Coordinator; PHS Principal, PES Principal

Goal 9: 2016-17 STATE WIDE GOAL--Reduce the number of novice in the elementary, middle, and high school by 50% over the next 5 years.

Measurable Objective 1:

A 10% decrease of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency in the annual reduction of Novice scores in Mathematics by 05/31/2017 as measured by state mandated assessments.

Strategy 1:

RTI - School principals will collaborate with math teachers to identify students who scored novice on the K-Prep assessment and develop a plan to decrease those numbers by 10% each school year. Once the students have been identified, the principal and school counselors will schedule opportunities for these students to receive additional educational services to improve learning and increase test scores.

Category: Continuous Improvement

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Activity - Small Group Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who have been identified as scoring Novice on the state assessment will be placed in small class sizes or receive individualized instruction to increase math proficiency. Schools: All Schools	Direct Instruction	08/01/2016	05/31/2017	\$0	No Funding Required	Principal, Guidance Counselor, Teachers

Strategy 2:

Technology Implementation - Students will use technology to increase learning.

Category: Continuous Improvement

Activity - WinMath, Digits, Icurio	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will use various sources of software and technology to increase math proficiency. Schools: All Schools	Technology	08/01/2016	05/31/2017	\$50000	Race to the Top	Teachers Technology Coordinator

Strategy 3:

KDE Content Networks - Our district will actively seek out and attend content networks provided by KDE and implement Best Practices and strategies provided.

Category: Professional Learning & Support

Activity - Content Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will attend regular meetings of networks. They will learn new strategies and then implement them in their classroom to boost student achievement. Schools: All Schools	Professional Learning	08/01/2016	05/31/2017	\$500	District Funding	Instructional Supervisor, Principal, Teachers

Strategy 4:

MAP Testing - Students will be assessed 3 times throughout the school year to determine the proficiency levels of all students in math, reading, and science. MAP allows the district to identify those students who are scoring at the novice level and provide appropriate strategies for RTI.

Category: Continuous Improvement

Activity - MAP testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students scoring novice in reading, math, or science on the MAP assessment will be placed for RTI. Schools: All Schools	Academic Support Program	10/01/2016	05/31/2017	\$12000	Other	Superintendent, Instructional Supervisor, Building Principals, Guidance Counselors, Technology Coordinator, Teachers
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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Quarterly Mock Exams	Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
PD 360/Edivation	Through work in their PLC, teachers will view and discuss PD 360 videos related to their content area and the needs of gap students.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Elementary Persistence Reporting	District and elementary leadership staff will regularly run and analyze the Persistence to Graduation Report for their students. Even though these children are in the early years of education "warning signs" could already be appearing for risk factors that would make them likely to drop out as older students. The parents of students scoring a 6 or greater will be informed of the drop-out risk factors.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; PES Principal; PES Counselor
PD 360/Edivation Courses	All teachers will be trained on how to access PD 360/Edivation and the resources that are available through the online platform.	Professional Learning	08/01/2016	06/30/2017	\$0	District PD Coordinator
Direct Student Instruction	With guidance from district and school leadership the math teachers will have scheduled times to work with struggling math students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; Math Teachers
Small Group Instruction	Students who have been identified as scoring Novice on the state assessment will be placed in small class sizes or receive individualized instruction to increase math proficiency.	Direct Instruction	08/01/2016	05/31/2017	\$0	Principal, Guidance Counselor, Teachers
Special Education Team Collaboration	Special education teachers and regular education teachers will meet regularly with principal and special education coordinator to discuss collaboration, transition, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0	Director of Special Education; PHS Principal; PES Principal

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TRANSITION TEAM	A group consisting of faculty in both buildings (intermediate elementary teachers and middle school teachers) will meet during the spring to discuss and plan transition for incoming middle school students (those going from elementary to middle school).	Academic Support Program	08/01/2016	05/31/2017	\$0	PES Principal; PHS Principal;
PLC Data Analysis	Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
District Team	District and school personnel will collaborate to ensure all leadership is equipped with all the tools necessary to participate in the PPGES process.	Professional Learning	07/01/2016	06/30/2017	\$0	Superintendent; Instructional Coordinator
Community of Hope Parent Outreach Program	Paintsville Independent will support and be involved with the Johnson Co. Public Library in providing parent training sessions for various child developmental stages.	Community Engagement	10/03/2016	12/31/2016	\$0	Superintendent; FRYSC Coordinator; Instructional Coordinator
Skills Practice Exams	Career Technical Education Teachers will use scrimmage tests and analysis as a strategy to improve student performance on KOSSA CTE exams.	Career Preparation/Orientation	08/01/2016	02/28/2017	\$0	Career/Technical Ed. Teachers; PHS Principal; CTE Director
ASVAB Testing---Senior Year	The PHS Counselor will work with local military recruitment offices in order to provide opportunities for seniors to take ASVAB testing.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor
Monthly Administration Team Meetings	The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities.	Policy and Process	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator
Monthly Teacher Advisory Council	The teacher advisory council will meet on a monthly basis throughout the school year.	Community Engagement	08/01/2016	05/31/2017	\$0	Superintendent; Advisory Council Teachers
Administrator Walkthroughs	District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted.	Professional Learning	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal
Analysis of Student Work	Teachers will meet in appropriate PLC groups by grade level/content areas to analyze student work and/or student achievement data throughout the school year.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal

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Lesson Plan Review (CIITS)	Principals will view and evaluate lesson plans on a regular basis and give feedback.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Documented Modifications	All staff members will document in lesson plans how they are making modifications, adaptations, and enrichments to address individual Gifted Services Plans, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
School Based Therapy Program	District will continue to utilize the school based therapy program provided by Mountain Comprehensive Care.	Behavioral Support Program	08/01/2016	05/31/2017	\$0	School Counselors; FRYSC Director; Classroom Teachers; School Nurse; PES Principal; PHS Principal
Middle and High School Mentoring Program	District and school Leadership will run the Persistence to Graduation report once per semester. Students scoring a 6 or greater will become part of the mentoring program. Students who are part of program will divided evenly among staff members. Staff members will make frequent contact with students through such activities as mentoring sessions, informal conversations, contacting parents, checking on progress in courses. The idea is to develop a strong positive bond with at least one staff member for our most at-risk students.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor; PMS Counselor; PHS/PMS Staff
Tech. Department Quarterly Meetings	The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings.	Technology	08/01/2016	05/31/2017	\$0	Superintendent; District Technology Director
Advance Kentucky	Paintsville Independent will continue its partnership with Advance KY (part of the National Math Science Initiative) as a source of funding and instructional resources to enable more students to take and successfully complete an Advanced Placement Course in either math, science, or English.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor; PHS AP Teachers
Total					\$0	

USAC Technology

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Website Updates	The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments.	Technology	08/01/2016	05/31/2017	\$3000	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal
Interactive Whiteboards	Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards.	Technology	08/01/2016	05/31/2017	\$10000	District Technology Coordinator; PHS Principal; PES Principal
Computer Access--all classrooms	Each classroom/learning space in the district will have computer access available to students and staff.	Technology	08/01/2016	05/31/2017	\$10000	District Technology Coordinator
Computer/Network Upgrades	Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$15000	Technology Director; PES Principal; PHS Principal;
Total					\$38000	

Race to the Top

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Computer/Network Upgrades	Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$50000	Technology Director; PES Principal; PHS Principal;
Appalachian Renaissance Initiative	Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis.	Technology	08/14/2015	03/30/2018	\$130000	Superintendent, Instructional Coordinator, Technology Specialist
WinMath, Digits, Icurio	Students will use various sources of software and technology to increase math proficiency.	Technology	08/01/2016	05/31/2017	\$50000	Teachers Technology Coordinator
Total					\$230000	

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Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Community of Hope School Coordinator	Paintsville Independent, in partnership with Johnson Co. schools, will employ (with grant funds) a School Coordinator for the Community of Hope grant. This person will oversee the fulfillment of the grant guidelines.	Community Engagement	08/01/2016	05/31/2017	\$50000	Superintendent
Total					\$50000	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
MIDDLE SCHOOL TUTORING	The middle school staff, in collaboration with afterschool staff, will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0	PMS/PHS Principal; PMS Counselor; PMS Teachers; Afterschool Director and Staff
TPGES	Teachers will engage in professional development opportunities provided by the district in conjunction with state and regional cooperative partners that will assist teachers with writing individual PGP's, self reflections, and Student Growth Goals for TPGES.	Professional Learning	08/31/2016	05/31/2017	\$0	Instructional Coordinator; PHS Principal; PES Principal
High School Tutoring	The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Guidance Counselor; PHS Teachers
Credit Recovery	District leadership will continue to provide resources and support for the high school credit recovery program.	Academic Support Program	08/01/2016	05/31/2017	\$2400	PHS Principal; PHS Counselor; PHS Teachers
Teacher Mentoring	The district will provide all math teachers with professional development opportunities and various resources that will increase teacher effectiveness and student achievement. The teachers will collaborate to develop lessons, share/develop teaching strategies, and seek professional learning opportunities.	Professional Learning	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; Math teachers

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Direct student instruction	The ELA teachers will have scheduled times to work with struggling reading students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; ELA Teachers
Middle School Tutoring	The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Guidance Counselor
Teacher mentoring	ELA teachers will work with one another to develop lessons, discuss/model teaching strategies, and seek professional learning opportunities.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Supervisor
District Wide Nurse	The district will provide a full-time nurse for K-12 students and staff.	Other	08/01/2016	05/31/2017	\$25000	Superintendent
HIGH SCHOOL TUTORING	The high school staff will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0	PHS COUNSELORS; PHS COUNSELORS; PHS TEACHERS
Middle School Afterschool Program	Through a collaborative effort with the city of Paintsville, we will provide (free of charge) an afterschool program for middle school students.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; Afterschool Director
JUMPSTART	All incoming 7th graders will have the opportunity to participate in a Jump Start Program emphasizing the transition from elementary to middle school.	Academic Support Program	08/01/2016	05/31/2017	\$2000	PHS PRINCIPAL; PMS/PHS COUNSELORS; FAMILY AND YOUTH SERVICES DIRECTOR; JUMPSTART STAFF
TPGES Observations/Walk Throughs	The PHS Principal or his designee and a peer observer will evaluate non-tenured teachers annually and complete a minimum of 4 observations throughout the year. Tenured teachers will be observed 4 times over a 3 year period.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal; Instructional Coordinator

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PLC's	Teachers and Principals will engage in frequent PLC's to discuss, evaluate, and analyze best practices for classroom management and instruction.	Professional Learning	08/01/2016	05/31/2017	\$0	Instructional Coordinator; PHS Principal, PHS Teachers; PES Principal; PES Teachers
MAP testing	Students scoring novice in reading, math, or science on the MAP assessment will be placed for RTI.	Academic Support Program	10/01/2016	05/31/2017	\$12000	Superintendent, Instructional Supervisor, Building Principals, Guidance Counselors, Technology Coordinator, Teachers
Elementary Tutoring	Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0	PES Principal; PES Guidance Counselor
Total					\$41400	

IDEA

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Transition Cadre	The district will send school representatives to Transition Facilitator Cadre meetings provided by the Big East Special Education Cooperative.	Professional Learning	08/01/2016	05/31/2017	\$1000	District Sp. Ed Director; Sp Ed Staff
Total					\$1000	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
MOREHEAD STATE UNIVERSITY PARTNERSHIP	District and school leadership will partner with Morehead State University leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000	Superintendent; PHS Principal; PHS Counselor

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Danielson Certification/Calibration	District Leadership will support principals as they complete Teachscape trainings and acquire certification in the Danielson Framework for teacher observation. District will also provide programs for principals to calibrate annually to ensure their accuracy with evaluating teacher observation.	Professional Learning	07/01/2016	06/30/2017	\$500	Superintendent; Instructional Coordinator; PHS Principal; PES Principal
Junior Mock ACT	During their junior year students will take a full-length mock ACT exam once per 9 weeks, for the first 3 nine weeks. Tests will be scored and returned to students, along with a list of missed questions for their review. Teachers will also receive and analyze results and will review test items with students in their core classes (English/Reading, Math, Science). Student progress will be tracked in order to identify students needing extra assistance to achieve benchmark.	Academic Support Program	08/01/2016	03/03/2017	\$3000	PHS Teachers; PHS Principal; PHS Counselor; Assessment Coordinator
Content Network	A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500	Instructional Supervisor
Advanced Placement Institutes	District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training.	Academic Support Program	07/01/2017	08/01/2017	\$2000	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers
Content Network	Math teachers will attend regular meetings of networks. They will learn new strategies and then implement them in their classroom to boost student achievement.	Professional Learning	08/01/2016	05/31/2017	\$500	Instructional Supervisor, Principal, Teachers
PPGES Training	District and school administrators will be trained through Edviation, webcasts, simulcasts, professional meetings, cadre meetings, etc. to grasp the concepts and process for PPGES. Principals will participate in PLC's and develop a Professional Growth Plan, a self reflection, and Student Growth Goals.	Professional Learning	07/01/2016	06/30/2017	\$5000	Superintendent; Instructional Coordinator; PHS Principal, PES Principal
Advance Placement Course Offerings	District leadership will continue to work with high school leadership and staff to offer the funding, resources, and supports to successfully implement a variety of Advance Placement courses in each core area.	Academic Support Program	08/01/2016	05/31/2017	\$2000	Instructional Coordinator; PHS Principal; PHS Counselor
Total					\$15500	

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Title II Part D

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Yearly Technology Related P.D. Opportunities	All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction.	Technology	08/01/2016	05/31/2017	\$2500	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal
Total					\$2500	

Perkins

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Summer CTE Conference	Teachers in the district CTE program will attend the annual summer state CTE conference.	Professional Learning	07/01/2017	07/31/2017	\$1500	CTE Coordinator; CTE Staff
KOSSA---senior testing	The CTE Coordinator will analyze transcript of seniors to determine who is eligible for KOSSA testing in January of the senior year.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$1000	CTE Coordinator; PHS Counselor; Assessment Coordinator
Career Major Certificates	CTE director will work with PHS staff to identify students completing career majors. These students will be awarded certificates upon completion.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$500	CTE Director; CTE Teachers; PHS Principal; PHS Counselor
Total					\$3000	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Big Sandy Community and Technical College	District and school leadership will partner with BSCTC leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000	PHS PRINCIPAL; PHS COUNSELOR ; SUPERINTE NDENT

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Core Classes---Low Classroom Roster Numbers	The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000	Superintendent
Total					\$52000	

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
Lesson Plan Review (CIITS)	Principals will view and evaluate lesson plans on a regular basis and give feedback.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Adminstrator Walkthroughs	District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted.	Professional Learning	08/01/2016	05/31/2017	\$0	Superintende nt; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal
Yearly Technology Related P.D. Opportunities	All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction.	Technology	08/01/2016	05/31/2017	\$2500	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal
Computer/Network Upgrades	Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$65000	Technology Director; PES Principal; PHS Principal;
Tech. Department Quarterly Meetings	The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings.	Technology	08/01/2016	05/31/2017	\$0	Superintende nt; District Technology Director
Teacher mentoring	ELA teachers will work with one another to develop lessons, discuss/model teaching strategies, and seek professional learning opportunities.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintende nt; Instructional Supervisor

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Direct student instruction	The ELA teachers will have scheduled times to work with struggling reading students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; ELA Teachers
Content Network	A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500	Instructional Supervisor
PLC Data Analysis	Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Quarterly Mock Exams	Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Core Classes---Low Classroom Roster Numbers	The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000	Superintendent
PD 360/Edviation Courses	All teachers will be trained on how to access PD 360/Edviation and the resources that are available through the online platform.	Professional Learning	08/01/2016	06/30/2017	\$0	District PD Coordinator
Computer Access--all classrooms	Each classroom/learning space in the district will have computer access available to students and staff.	Technology	08/01/2016	05/31/2017	\$10000	District Technology Coordinator
Interactive Whiteboards	Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards.	Technology	08/01/2016	05/31/2017	\$10000	District Technology Coordinator; PHS Principal; PES Principal
Monthly Administration Team Meetings	The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities.	Policy and Process	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator
Website Updates	The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments.	Technology	08/01/2016	05/31/2017	\$3000	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal
District Wide Nurse	The district will provide a full-time nurse for K-12 students and staff.	Other	08/01/2016	05/31/2017	\$25000	Superintendent

Comprehensive District Improvement Plan

Paintsville Independent

TRANSITION TEAM	A group consisting of faculty in both buildings (intermediate elementary teachers and middle school teachers) will meet during the spring to discuss and plan transition for incoming middle school students (those going from elementary to middle school).	Academic Support Program	08/01/2016	05/31/2017	\$0	PES Principal; PHS Principal;
MIDDLE SCHOOL TUTORING	The middle school staff, in collaboration with afterschool staff, will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0	PMS/PHS Principal; PMS Counselor; PMS Teachers; Afterschool Director and Staff
Transition Cadre	The district will send school representatives to Transition Facilitator Cadre meetings provided by the Big East Special Education Cooperative.	Professional Learning	08/01/2016	05/31/2017	\$1000	District Sp. Ed Director; Sp Ed Staff
Teacher Mentoring	The district will provide all math teachers with professional development opportunities and various resources that will increase teacher effectiveness and student achievement. The teachers will collaborate to develop lessons, share/develop teaching strategies, and seek professional learning opportunities.	Professional Learning	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; Math teachers
Analysis of Student Work	Teachers will meet in appropriate PLC groups by grade level/content areas to analyze student work and/or student achievement data throughout the school year.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
PD 360/Edivation	Through work in their PLC, teachers will view and discuss PD 360 videos related to their content area and the needs of gap students.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
Special Education Team Collaboration	Special education teachers and regular education teachers will meet regularly with principal and special education coordinator to discuss collaboration, transition, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0	Director of Special Education; PHS Principal; PES Principal
Documented Modifications	All staff members will document in lesson plans how they are making modifications, adaptations, and enrichments to address individual Gifted Services Plans, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal
School Based Therapy Program	District will continue to utilize the school based therapy program provided by Mountain Comprehensive Care.	Behavioral Support Program	08/01/2016	05/31/2017	\$0	School Counselors; FRYSC Director; Classroom Teachers; School Nurse; PES Principal; PHS Principal

Comprehensive District Improvement Plan

Paintsville Independent

Monthly Teacher Advisory Council	The teacher advisory council will meet on a monthly basis throughout the school year.	Community Engagement	08/01/2016	05/31/2017	\$0	Superintendent; Advisory Council Teachers
Community of Hope Parent Outreach Program	Paintsville Independent will support and be involved with the Johnson Co. Public Library in providing parent training sessions for various child developmental stages.	Community Engagement	10/03/2016	12/31/2016	\$0	Superintendent; FRYSC Coordinator; Instructional Coordinator
Community of Hope School Coordinator	Paintsville Independent, in partnership with Johnson Co. schools, will employ (with grant funds) a School Coordinator for the Community of Hope grant. This person will oversee the fulfillment of the grant guidelines.	Community Engagement	08/01/2016	05/31/2017	\$50000	Superintendent
Appalachian Renaissance Initiative	Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis.	Technology	08/14/2015	03/30/2018	\$130000	Superintendent, Instructional Coordinator, Technology Specialist
PLC's	Teachers and Principals will engage in frequent PLC's to discuss, evaluate, and analyze best practices for classroom management and instruction.	Professional Learning	08/01/2016	05/31/2017	\$0	Instructional Coordinator; PHS Principal, PHS Teachers; PES Principal; PES Teachers
TPGES	Teachers will engage in professional development opportunities provided by the district in conjunction with state and regional cooperative partners that will assist teachers with writing individual PGP's, self reflections, and Student Growth Goals for TPGES.	Professional Learning	08/31/2016	05/31/2017	\$0	Instructional Coordinator; PHS Principal; PES Principal
TPGES Observations/Walk Throughs	The PHS Principal or his designee and a peer observer will evaluate non-tenured teachers annually and complete a minimum of 4 observations throughout the year. Tenured teachers will be observed 4 times over a 3 year period.	Professional Learning	08/01/2016	05/31/2017	\$0	PHS Principal; PES Principal; Instructional Coordinator
Danielson Certification/Calibration	District Leadership will support principals as they complete Teachscape trainings and acquire certification in the Danielson Framework for teacher observation. District will also provide programs for principals to calibrate annually to ensure their accuracy with evaluating teacher observation.	Professional Learning	07/01/2016	06/30/2017	\$500	Superintendent; Instructional Coordinator; PHS Principal; PES Principal

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District Team	District and school personnel will collaborate to ensure all leadership is equipped with all the tools necessary to participate in the PPGES process.	Professional Learning	07/01/2016	06/30/2017	\$0	Superintendent; Instructional Coordinator
PPGES Training	District and school administrators will be trained through Edviation, webcasts, simulcasts, professional meetings, cadre meetings, etc. to grasp the concepts and process for PPGES. Principals will participate in PLC's and develop a Professional Growth Plan, a self reflection, and Student Growth Goals.	Professional Learning	07/01/2016	06/30/2017	\$5000	Superintendent; Instructional Coordinator; PHS Principal, PES Principal
WinMath, Digits, Icurio	Students will use various sources of software and technology to increase math proficiency.	Technology	08/01/2016	05/31/2017	\$50000	Teachers Technology Coordinator
Small Group Instruction	Students who have been identified as scoring Novice on the state assessment will be placed in small class sizes or receive individualized instruction to increase math proficiency.	Direct Instruction	08/01/2016	05/31/2017	\$0	Principal, Guidance Counselor, Teachers
Content Network	Math teachers will attend regular meetings of networks. They will learn new strategies and then implement them in their classroom to boost student achievement.	Professional Learning	08/01/2016	05/31/2017	\$500	Instructional Supervisor, Principal, Teachers
MAP testing	Students scoring novice in reading, math, or science on the MAP assessment will be placed for RTI.	Academic Support Program	10/01/2016	05/31/2017	\$12000	Superintendent, Instructional Supervisor, Building Principals, Guidance Counselors, Technology Coordinator, Teachers
Total					\$415000	

Paintsville High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Junior Mock ACT	During their junior year students will take a full-length mock ACT exam once per 9 weeks, for the first 3 nine weeks. Tests will be scored and returned to students, along with a list of missed questions for their review. Teachers will also receive and analyze results and will review test items with students in their core classes (English/Reading, Math, Science). Student progress will be tracked in order to identify students needing extra assistance to achieve benchmark.	Academic Support Program	08/01/2016	03/03/2017	\$3000	PHS Teachers; PHS Principal; PHS Counselor; Assessment Coordinator

Comprehensive District Improvement Plan

Paintsville Independent

Skills Practice Exams	Career Technical Education Teachers will use scrimmage tests and analysis as a strategy to improve student performance on KOSSA CTE exams.	Career Preparation/Orientation	08/01/2016	02/28/2017	\$0	Career/Technical Ed. Teachers; PHS Principal; CTE Director
Career Major Certificates	CTE director will work with PHS staff to identify students completing career majors. These students will be awarded certificates upon completion.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$500	CTE Director; CTE Teachers; PHS Principal; PHS Counselor
Advance Kentucky	Paintsville Independent will continue its partnership with Advance KY (part of the National Math Science Initiative) as a source of funding and instructional resources to enable more students to take and successfully complete an Advanced Placement Course in either math, science, or English.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor; PHS AP Teachers
Advance Placement Course Offerings	District leadership will continue to work with high school leadership and staff to offer the funding, resources, and supports to successfully implement a variety of Advance Placement courses in each core area.	Academic Support Program	08/01/2016	05/31/2017	\$2000	Instructional Coordinator; PHS Principal; PHS Counselor
Advanced Placement Institutes	District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training.	Academic Support Program	07/01/2017	08/01/2017	\$2000	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers
Middle School Tutoring	The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Guidance Counselor
High School Tutoring	The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Guidance Counselor; PHS Teachers

Comprehensive District Improvement Plan

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KOSSA---senior testing	The CTE Coordinator will analyze transcript of seniors to determine who is eligible for KOSSA testing in January of the senior year.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$1000	CTE Coordinator; PHS Counselor; Assessment Coordinator
ASVAB Testing---Senior Year	The PHS Counselor will work with local military recruitment offices in order to provide opportunities for seniors to take ASVAB testing.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor
Summer CTE Conference	Teachers in the district CTE program will attend the annual summer state CTE conference.	Professional Learning	07/01/2017	07/31/2017	\$1500	CTE Coordinator; CTE Staff
Big Sandy Community and Technical College	District and school leadership will partner with BSCTC leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000	PHS PRINCIPAL; PHS COUNSELOR; SUPERINTENDENT
MOREHEAD STATE UNIVERSITY PARTNERSHIP	District and school leadership will partner with Morehead State University leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000	Superintendent; PHS Principal; PHS Counselor
JUMPSTART	All incoming 7th graders will have the opportunity to participate in a Jump Start Program emphasizing the transition from elementary to middle school.	Academic Support Program	08/01/2016	05/31/2017	\$2000	PHS PRINCIPAL; PMS/PHS COUNSELORS; FAMILY AND YOUTH SERVICES DIRECTOR; JUMPSTART STAFF
Middle School Afterschool Program	Through a collaborative effort with the city of Paintsville, we will provide (free of charge) an afterschool program for middle school students.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; Afterschool Director
HIGH SCHOOL TUTORING	The high school staff will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0	PHS COUNSELORS; PHS COUNSELORS; PHS TEACHERS

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Paintsville Independent

Credit Recovery	District leadership will continue to provide resources and support for the high school credit recovery program.	Academic Support Program	08/01/2016	05/31/2017	\$2400	PHS Principal; PHS Counselor; PHS Teachers
Middle and High School Mentoring Program	District and school Leadership will run the Persistence to Graduation report once per semester. Students scoring a 6 or greater will become part of the mentoring program. Students who are part of program will divided evenly among staff members. Staff members will make frequent contact with students through such activities as mentoring sessions, informal conversations, contacting parents, checking on progress in courses. The idea is to develop a strong positive bond with at least one staff member for our most at-risk students.	Academic Support Program	08/01/2016	05/31/2017	\$0	PHS Principal; PHS Counselor; PMS Counselor; PHS/PMS Staff
Direct Student Instruction	With guidance from district and school leadership the math teachers will have scheduled times to work with struggling math students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; Math Teachers
Total					\$18400	

Paintsville Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary Tutoring	Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0	PES Principal; PES Guidance Counselor
Elementary Persistence Reporting	District and elementary leadership staff will regularly run and analyze the Persistence to Graduation Report for their students. Even though these children are in the early years of education "warning signs" could already be appearing for risk factors that would make them likely to drop out as older students. The parents of students scoring a 6 or greater will be informed of the drop-out risk factors.	Academic Support Program	08/01/2016	05/31/2017	\$0	Superintendent; Instructional Coordinator; PES Principal; PES Counselor
Total					\$0	

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		

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.	N/A	All schools within our district contain highly qualified educators.	

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

Paintsville Independent

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.	N/A		

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.	Yes		

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.	Yes		

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

Paintsville Independent

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		

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		

Comprehensive District Improvement Plan

Paintsville Independent

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.	N/A		

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.	N/A		

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.	N/A		

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

Paintsville Independent

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.	Yes		

Comprehensive District Improvement Plan

Paintsville Independent

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:

2016-17 STATE WIDE GOAL---Increase the averaged combined reading and math K-Prep scores for elementary, middle, and high school students in 2017.

Measurable Objective 1:

collaborate to increase the overall math for Paintsville Independent Schools: Paintsville Elementary from 86.6 to 90.6 in 2017; Paintsville Middle School from 65.5 to 70 in 2017, and Paintsville High School from 57.2 to 62.2 in 2017 by 05/31/2017 as measured by KPREP .

Strategy1:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.

Category:

Research Cited:

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy2:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.

Category:

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor

Comprehensive District Improvement Plan

Paintsville Independent

Strategy3:

Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.

Category:

Research Cited:

Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy4:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Research Cited:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000 - General Fund	Superintendent

Strategy5:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Research Cited:

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PES Principal; PES Guidance Counselor

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor

Comprehensive District Improvement Plan

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Activity - High School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Measurable Objective 2:

collaborate to increase the overall reading for Paintsville Independent Schools: Paintsville Elementary School from 93.1 to 95 in 2017, Paintsville Middle School from 76.3 to 81.3 in 2017, and Paintsville High School from 68.1 to 73.1 by 2017. by 05/31/2017 as measured by KPREP .

Strategy1:

Kentucky Department of Education Content Networks - Our district will actively attend various content networks provided by KDE and implement strategies provided.

Category:

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A team of Paintsville Independent Teachers will attend regular meetings of content networks. They will serve as lead teachers to bring back information learned from these trainings and implement them in our classrooms.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor

Strategy2:

Low Teacher to Student Ratio - The district will continue to provide additional financial support to ensure that student to teacher ratio in core classes is lower than the state funding level. We believe that optimum learning takes place in classrooms with fewer students.

Category:

Research Cited:

Activity - Core Classes---Low Classroom Roster Numbers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide additional funding (beyond the state allocation numbers) to ensure that the number of students in core classes is kept as low as possible (ideally under 15).	Academic Support Program	08/01/2016	05/31/2017	\$50000 - General Fund	Superintendent

Strategy3:

Mock Exams - Students at all grade levels (3 and up) will be assessed on a quarterly basis with mock exams resembling the state required exams at their respective grade levels.

Category:

Research Cited:

Comprehensive District Improvement Plan

Paintsville Independent

Activity - Quarterly Mock Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students (grades 3 and up) will take quarterly mock exams which will assess their proficiency level in the same subject areas they are assessed in for state required testing at their grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy4:

Tutoring - The district will continue to provide supports and resources to ensure that students have the opportunity to receive additional instructional services outside of regular classroom instruction in order to reach proficiency.

Category:

Research Cited:

Activity - High School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design a tutoring program that meets 2 days per week to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor; PHS Teachers

Activity - Middle School Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff will partner with the city of Paintsville to design a tutoring program to address student needs as identified by parent and teacher recommendation.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PHS Guidance Counselor

Activity - Elementary Tutoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Elementary staff, in collaboration with the city of Paintsville, will design and implement afterschool tutoring services that address areas of student weakness as identified in quarterly mock exams.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PES Principal; PES Guidance Counselor

Strategy5:

Data Analysis - School level administrators, counselors, and teachers will meet regularly to analyze and discuss data for both district created and state required exams. Student needs and course of action will be identified.

Category:

Research Cited:

Activity - PLC Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level and/or content area to analyze student work and /or student achievement data throughout the school year.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Goal 2:

Comprehensive District Improvement Plan

Paintsville Independent

2016-17 All teachers at Paintsville Independent will actively participate in a variety of professional growth opportunities focused on increasing student achievement.

Measurable Objective 1:

collaborate to provide teachers with a variety of professional growth experiences to assist them in increasing student achievement by 05/31/2017 as measured by KPREP results; district level assessments; Tell Survey results.

Strategy1:

Technology Professional Development - District leadership will continue to provide supports to school leadership and staff to conduct and implement needed professional development opportunities related to the use of technology to increase student achievement.

Category: Professional Learning & Support

Research Cited:

Activity - Yearly Technology Related P.D. Opportunities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction.	Technology	08/01/2016	05/31/2017	\$2500 - Title II Part D	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal

Strategy2:

PD 360/Edivation - All staff will have access to and training regarding the on-demand Professional Development platform of PD 360/Edivation.

Category: Professional Learning & Support

Research Cited:

Activity - PD 360/Edivation Courses	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be trained on how to access PD 360/Edivation and the resources that are available through the online platform.	Professional Learning	08/01/2016	06/30/2017	\$0 - No Funding Required	District PD Coordinator

Strategy3:

Feedback for Professional Reflection/Growth - Teachers will receive feedback on their classroom instruction from a variety of school personnel.

Category: Professional Learning & Support

Research Cited:

Activity - Lesson Plan Review (CIITS)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals will view and evaluate lesson plans on a regular basis and give feedback.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

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Activity - Administrator Walkthroughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal

Measurable Objective 2:

collaborate to provide professional growth opportunities related to career/technical education by 05/31/2017 as measured by Kentucky Occupational Skill Standards Assessment (KOSSA); teacher reflection records; observations.

Strategy1:

Kentucky Career Technical Education Conference - District Career/Technical Education Coordinator will work with school leadership and staff to insure teachers are provided with opportunities to attend the annual Kentucky Career/Technical Education Conference. Teachers attending will share what they have learned in their Professional Learning Communities.

Category: Professional Learning & Support

Research Cited:

Activity - Summer CTE Conference	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in the district CTE program will attend the annual summer state CTE conference.	Professional Learning	07/01/2017	07/31/2017	\$1500 - Perkins	CTE Coordinator; CTE Staff

Measurable Objective 3:

collaborate to provide professional growth opportunities related to college readiness by 05/31/2017 as measured by A.C.T. exam results; Advanced Placement exam results; S.A.T. exam results; college/career readiness rate.

Strategy1:

Advanced Placement Trainings - District leadership will work with school leadership and staff to provide funding, resources, and supports to enable teachers to receive professional growth opportunities that will enable them to show increased student achievement in AP courses.

Category: Professional Learning & Support

Research Cited:

Activity - Advanced Placement Institutes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training.	Academic Support Program	07/01/2017	08/01/2017	\$2000 - District Funding	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers

Goal 3:

2016-17 STATE WIDE GOAL---Increase the percentage of students who are college and/or career ready from 73.7% to 78% by 2017.

SY 2016-2017

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Measurable Objective 1:

collaborate to increase the college and career readiness rate of our high school students from 73.7 to 78 by 05/31/2017 as measured by the Unbridled Learning College/Career Readiness Formula.

Strategy1:

Career Technical Education---Career Major Certificates - Students will be identified that plan to complete career majors and will be awarded certificates upon completion.

Category:

Research Cited:

Activity - Career Major Certificates	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
CTE director will work with PHS staff to identify students completing career majors. These students will be awarded certificates upon completion.	Career Preparation/Orientation	08/01/2016	05/31/2017	\$500 - Perkins	CTE Director; CTE Teachers; PHS Principal; PHS Counselor

Strategy2:

Advanced Placement - High School students will be provided with opportunities to participate in a variety of Advanced Placement courses.

Category:

Research Cited:

Activity - Advance Kentucky	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent will continue its partnership with Advance KY (part of the National Math Science Initiative) as a source of funding and instructional resources to enable more students to take and successfully complete an Advanced Placement Course in either math, science, or English.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor; PHS AP Teachers

Activity - Advance Placement Course Offerings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will continue to work with high school leadership and staff to offer the funding, resources, and supports to successfully implement a variety of Advance Placement courses in each core area.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - District Funding	Instructional Coordinator; PHS Principal; PHS Counselor

Strategy3:

KOSSA - All eligible seniors will be identified and given the opportunity to complete the annual KOSSA exam as a way to achieve the career readiness designation.

Category:

Research Cited:

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Activity - KOSSA---senior testing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The CTE Coordinator will analyze transcript of seniors to determine who is eligible for KOSSA testing in January of the senior year.	Career Preparation/ Orientation	08/01/2016	05/31/2017	\$1000 - Perkins	CTE Coordinator; PHS Counselor; Assessment Coordinator

Strategy4:

Skills Scrimmage Tests - Career/Technical teachers will implement scrimmage testings and the analysis of student work as a strategy to improve student performance on skill proficiency standards assessments.

Category: Continuous Improvement

Research Cited:

Activity - Skills Practice Exams	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Career Technical Education Teachers will use scrimmage tests and analysis as a strategy to improve student performance on KOSSA CTE exams.	Career Preparation/ Orientation	08/01/2016	02/28/2017	\$0 - No Funding Required	Career/Technical Ed. Teachers; PHS Principal; CTE Director

Strategy5:

ASVAB Testing - During the senior year all students will be provided with the opportunity to take the ASVAB exam as a means of achieving the academic component of career readiness.

Category: Career Readiness Pathways

Research Cited:

Activity - ASVAB Testing---Senior Year	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The PHS Counselor will work with local military recruitment offices in order to provide opportunities for seniors to take ASVAB testing.	Career Preparation/ Orientation	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor

Strategy6:

Junior Mock ACT Exams - High School juniors will take a full-length mock ACT exams once per 9 weeks during the first 3 quarters of their junior year.

Category:

Research Cited:

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Activity - Junior Mock ACT	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During their junior year students will take a full-length mock ACT exam once per 9 weeks, for the first 3 nine weeks. Tests will be scored and returned to students, along with a list of missed questions for their review. Teachers will also receive and analyze results and will review test items with students in their core classes (English/Reading, Math, Science). Student progress will be tracked in order to identify students needing extra assistance to achieve benchmark.	Academic Support Program	08/01/2016	03/03/2017	\$3000 - District Funding	PHS Teachers; PHS Principal; PHS Counselor; Assessment Coordinator

Goal 4:

2016-17 STATE-WIDE GAP GOAL---Increase the NAPD calculation for all students in the non-duplicated gap group in all content areas from 43.6% to 50% by 2017.

Measurable Objective 1:

collaborate to increase the NAPD calculation for all Paintsville Independent gap group students in all content areas from 43.6% to 50% by 05/31/2017 as measured by KPREP.

Strategy1:

Community of Hope Grant - In partnership with Johnson County schools and various community and government agencies, district and school leadership will research, write, and apply for a Community of Hope grant. The purpose of the grant is to target and assist students from disadvantaged backgrounds (particularly foster care children, truants, and the children of substance abusers).

Category:

Research Cited:

Activity - Community of Hope School Coordinator	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent, in partnership with Johnson Co. schools, will employ (with grant funds) a School Coordinator for the Community of Hope grant. This person will oversee the fulfillment of the grant guidelines.	Community Engagement	08/01/2016	05/31/2017	\$50000 - Grant Funds	Superintendent

Activity - Community of Hope Parent Outreach Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent will support and be involved with the Johnson Co. Public Library in providing parent training sessions for various child developmental stages.	Community Engagement	10/03/2016	12/31/2016	\$0 - No Funding Required	Superintendent; FRYSC Coordinator; Instructional Coordinator

Strategy2:

Special Education District Supports - District leadership will provide supports and resources to ensure that students receiving special education services have increased academic achievement.

Category:

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Research Cited:

Activity - School Based Therapy Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District will continue to utilize the school based therapy program provided by Mountain Comprehensive Care.	Behavioral Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	School Counselors; FRYSC Director; Classroom Teachers; School Nurse; PES Principal; PHS Principal

Activity - Documented Modifications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All staff members will document in lesson plans how they are making modifications, adaptations, and enrichments to address individual Gifted Services Plans, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Activity - Special Education Team Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Special education teachers and regular education teachers will meet regularly with principal and special education coordinator to discuss collaboration, transition, IEPs, and 504s.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Director of Special Education; PHS Principal; PES Principal

Strategy3:

Reading Collaborative Effort - All English and Language Arts Teachers will collaborate with one another on methods for improving reading instruction at all grade levels. The teachers will also work directly with students to improve their reading skills. Student achievement will increase as they receive specialized reading instruction.

Category: Continuous Improvement

Research Cited:

Activity - Teacher mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
ELA teachers will work with one another to develop lessons, discuss/model teaching strategies, and seek professional learning opportunities.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Supervisor

Activity - Direct student instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ELA teachers will have scheduled times to work with struggling reading students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Coordinator; ELA Teachers

Strategy4:

Professional Learning Communities (PLC) - All staff will be members of Professional Learning Communities. Through this process they will be provided training on Common

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Core Standards, learning strategies, differentiated instruction, formative assessment, classroom management, Response to Intervention, and various other topics.

Category:

Research Cited:

Activity - Analysis of Student Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will meet in appropriate PLC groups by grade level/content areas to analyze student work and/or student achievement data throughout the school year.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Activity - PD 360/Edivation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Through work in their PLC, teachers will view and discuss PD 360 videos related to their content area and the needs of gap students.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy5:

Math Collaborative Effort - All math teachers will collaborate with one another on methods for improving math instruction at all grade levels. The math teachers will also work directly with students to improve their math skills. Student achievement will increase as they receive specialized math instruction.

Category: Continuous Improvement

Research Cited:

Activity - Teacher Mentoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide all math teachers with professional development opportunities and various resources that will increase teacher effectiveness and student achievement. The teachers will collaborate to develop lessons, share/develop teaching strategies, and seek professional learning opportunities.	Professional Learning	08/01/2016	05/31/2017	\$0 - Other	Superintendent; Instructional Coordinator; Math teachers

Activity - Direct Student Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
With guidance from district and school leadership the math teachers will have scheduled times to work with struggling math students at a variety of grade levels.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator; Math Teachers

Goal 5:

2016-17 Paintsville Independent will provide a variety of supports and communications to all stakeholders.

Measurable Objective 1:

collaborate to provide and receive ongoing effective communication with our stakeholders by 05/31/2017 as measured by communication

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records; agendas; surveys; feedback.

Strategy1:

Administration Team Meetings - The district administration team will meet a minimum of once monthly to ensure that needed information has been given, receive reports from each department, and collaborate on upcoming work. The team will consist of: Superintendent; Instructional Coordinator; Finance Officer; Director of Special Ed.; Director of Pupil Personnel; Tech. Director; Building Principals, and Building Counselors.

Category: Continuous Improvement

Research Cited:

Activity - Monthly Administration Team Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities.	Policy and Process	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator

Strategy2:

School and District Websites - The school and district web pages will be designed and maintained to promote and communicate the district's focus on student achievement. It will include information on organizational directions, expectations, the learning culture, etc.

Category: Stakeholder Engagement

Research Cited:

Activity - Website Updates	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments.	Technology	08/01/2016	05/31/2017	\$3000 - USAC Technology	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal

Measurable Objective 2:

collaborate to provide supports and opportunities to stakeholders that help to ensure increased student achievement by 05/31/2017 as measured by various state assessment results; stakeholder surveys.

Strategy1:

Full time school nurse - Through a partnership with the Johnson County Health Department the district will provide students with access to a full-time nurse.

Category: Management Systems

Research Cited:

Activity - District Wide Nurse	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide a full-time nurse for K-12 students and staff.	Other	08/01/2016	05/31/2017	\$25000 - Other	Superintendent

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Strategy2:

Teacher Advisory Council - District leadership will create a teacher advisory council, consisting of teachers in both buildings, to express concerns and ideas to improve student achievement.

Category: Professional Learning & Support

Research Cited:

Activity - Monthly Teacher Advisory Council	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The teacher advisory council will meet on a monthly basis throughout the school year.	Community Engagement	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Advisory Council Teachers

Measurable Objective 3:

collaborate to provide access to up-to-date technology for students and staff by 05/31/2017 as measured by district technology plan .

Strategy1:

Technology Plan - Each year both schools will incorporate a technology plan (that addresses their school technology needs) into their CSIP.

Category: Continuous Improvement

Research Cited:

Activity - Interactive Whiteboards	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator; PHS Principal; PES Principal

Activity - Tech. Department Quarterly Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings.	Technology	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; District Technology Director

Activity - Computer/Network Upgrades	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$15000 - USAC Technology \$50000 - Race to the Top	Technology Director; PES Principal; PHS Principal;

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Activity - Appalachian Renaissance Initiative	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis.	Technology	08/14/2015	03/30/2018	\$130000 - Race to the Top	Superintendent, Instructional Coordinator, Technology Specialist

Strategy2:

Computer Access - All students will have access to computers (with internet access) in each classroom. The district will continue its efforts to lower the computer to student ratio until we achieve 1:1. Recently, the district has adopted a "Bring Your Own Device" policy in which the district is taking measures to achieve a 1:1 ratio.

Category: Continuous Improvement

Research Cited:

Activity - Computer Access--all classrooms	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each classroom/learning space in the district will have computer access available to students and staff.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator

Goal 6:

2016-17 STATE-WIDE GRADUATION RATE GOAL: INCREASE THE AVERAGE FRESHMAN GRADUATION RATE FROM 97.9% TO 99% BY 2018

Measurable Objective 1:

collaborate to increase the graduation for Paintsville Independent students from 98.1 (2015-16) to 99.1 by 05/31/2017 as measured by Unbridled Learning graduation data.

Strategy1:

Professional Cadres/Learning Communities - The district will research and provide supports to schools for district and school leadership and staff to be active participants in a variety of professional cadres.

Category:

Research Cited:

Activity - Transition Cadre	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will send school representatives to Transition Facilitator Cadre meetings provided by the Big East Special Education Cooperative.	Professional Learning	08/01/2016	05/31/2017	\$1000 - IDEA	District Sp. Ed Director; Sp Ed Staff

Strategy2:

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Post secondary partnerships - The district will commit to maintaining and enhancing its partnership with a variety of post-secondary institutions.

Category: Persistence to Graduation

Research Cited:

Activity - MOREHEAD STATE UNIVERSITY PARTNERSHIP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school leadership will partner with Morehead State University leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - District Funding	Superintendent; PHS Principal; PHS Counselor

Activity - Big Sandy Community and Technical College	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school leadership will partner with BSCTC leadership in order to provide high school students with the opportunity to take a variety of both college and career courses.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - General Fund	PHS PRINCIPAL; PHS COUNSELOR; SUPERINTENDENT

Strategy3:

Student Academic Assistance - The district will support and provide assistance in developing and implementing a tutoring program district-wide to ensure students stay on track for graduation.

Category:

Research Cited:

Activity - HIGH SCHOOL TUTORING	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The high school staff will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0 - Other	PHS COUNSELORS; PHS COUNSELORS; PHS TEACHERS

Activity - Credit Recovery	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will continue to provide resources and support for the high school credit recovery program.	Academic Support Program	08/01/2016	05/31/2017	\$2400 - Other	PHS Principal; PHS Counselor; PHS Teachers

Activity - MIDDLE SCHOOL TUTORING	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The middle school staff, in collaboration with afterschool staff, will design and implement a tutoring program that meets 2 days per week to address student needs as identified by parent/teacher recommendation.	Tutoring	08/01/2016	05/31/2017	\$0 - Other	PMS/PHS Principal; PMS Counselor; PMS Teachers; Afterschool Director and Staff

Strategy4:

Persistence to Graduation - The district leadership team will periodically run the Persistence to Graduation Report (available in Inf. Campus)

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to assist school leadership and staff in identifying and helping students who may be "off track" for on-time high school graduation or at risk of dropping out.

Category:

Research Cited:

Activity - Middle and High School Mentoring Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school Leadership will run the Persistence to Graduation report once per semester. Students scoring a 6 or greater will become part of the mentoring program. Students who are part of program will divided evenly among staff members. Staff members will make frequent contact with students through such activities as mentoring sessions, informal conversations, contacting parents, checking on progress in courses. The idea is to develop a strong positive bond with at least one staff member for our most at-risk students.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PHS Counselor; PMS Counselor; PHS/PMS Staff

Activity - Elementary Persistence Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and elementary leadership staff will regularly run and analyze the Persistence to Graduation Report for their students. Even though these children are in the early years of education "warning signs" could already be appearing for risk factors that would make them likely to drop out as older students. The parents of students scoring a 6 or greater will be informed of the drop-out risk factors.	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator; PES Principal; PES Counselor

Strategy5:

TRANSITION PROGRAMS - The district will continue to support transitions programs/opportunities for students as they transition from our elementary to our high school campus (7th grade).

Category:

Research Cited:

Activity - JUMPSTART	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All incoming 7th graders will have the opportunity to participate in a Jump Start Program emphasizing the transition from elementary to middle school.	Academic Support Program	08/01/2016	05/31/2017	\$2000 - Other	PHS PRINCIPAL; PMS/PHS COUNSELORS; FAMILY AND YOUTH SERVICES DIRECTOR; JUMPSTART STAFF

Activity - Middle School Afterschool Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Through a collaborative effort with the city of Paintsville, we will provide (free of charge) an afterschool program for middle school students.	Academic Support Program	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; Afterschool Director

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Activity - TRANSITION TEAM	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A group consisting of faculty in both buildings (intermediate elementary teachers and middle school teachers) will meet during the spring to discuss and plan transition for incoming middle school students (those going from elementary to middle school).	Academic Support Program	08/01/2016	05/31/2017	\$0 - No Funding Required	PES Principal; PHS Principal;

Goal 7:

2016-17 STATE WIDE GOAL--Reduce the number of novice in the elementary, middle, and high school by 50% over the next 5 years.

Measurable Objective 1:

A 10% decrease of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency in the annual reduction of Novice scores in Mathematics by 05/31/2017 as measured by state mandated assessments.

Strategy1:

RTI - School principals will collaborate with math teachers to identify students who scored novice on the K-Prep assessment and develop a plan to decrease those numbers by 10% each school year. Once the students have been identified, the principal and school counselors will schedule opportunities for these students to receive additional educational services to improve learning and increase test scores.

Category: Continuous Improvement

Research Cited:

Activity - Small Group Instruction	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have been identified as scoring Novice on the state assessment will be placed in small class sizes or receive individualized instruction to increase math proficiency.	Direct Instruction	08/01/2016	05/31/2017	\$0 - No Funding Required	Principal, Guidance Counselor, Teachers

Strategy2:

KDE Content Networks - Our district will actively seek out and attend content networks provided by KDE and implement Best Practices and strategies provided.

Category: Professional Learning & Support

Research Cited:

Activity - Content Network	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will attend regular meetings of networks. They will learn new strategies and then implement them in their classroom to boost student achievement.	Professional Learning	08/01/2016	05/31/2017	\$500 - District Funding	Instructional Supervisor, Principal, Teachers

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Strategy3:

MAP Testing - Students will be assessed 3 times throughout the school year to determine the proficiency levels of all students in math, reading, and science. MAP allows the district to identify those students who are scoring at the novice level and provide appropriate strategies for RTI.

Category: Continuous Improvement

Research Cited:

Activity - MAP testing	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students scoring novice in reading, math, or science on the MAP assessment will be placed for RTI.	Academic Support Program	10/01/2016	05/31/2017	\$12000 - Other	Superintendent, Instructional Supervisor, Building Principals, Guidance Counselors, Technology Coordinator, Teachers

Strategy4:

Technology Implementation - Students will use technology to increase learning.

Category: Continuous Improvement

Research Cited:

Activity - WinMath, Digits, Icurio	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use various sources of software and technology to increase math proficiency.	Technology	08/01/2016	05/31/2017	\$50000 - Race to the Top	Teachers Technology Coordinator

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

Goal 1:

2016-17 Paintsville Independent will provide a variety of supports and communications to all stakeholders.

Measurable Objective 1:

collaborate to provide access to up-to-date technology for students and staff by 05/31/2017 as measured by district technology plan .

Strategy1:

Computer Access - All students will have access to computers (with internet access) in each classroom. The district will continue its efforts to lower the computer to student ratio until we achieve 1:1. Recently, the district has adopted a "Bring Your Own Device" policy in which the district is taking measures to achieve a 1:1 ratio.

Category: Continuous Improvement

Research Cited:

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Activity - Computer Access--all classrooms	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each classroom/learning space in the district will have computer access available to students and staff.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator

Strategy2:

Technology Plan - Each year both schools will incorporate a technology plan (that addresses their school technology needs) into their CSIP.

Category: Continuous Improvement

Research Cited:

Activity - Computer/Network Upgrades	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Replace and upgrade existing computers and other network related components according to KETS guidelines. Less than 10% of our computers will be older than 5 years. The district has also received 125 new computers and tablets, software subscriptions, and 2 MondoPads through the Appalachian Renaissance Initiative.	Technology	08/01/2016	05/31/2017	\$50000 - Race to the Top \$15000 - USAC Technology	Technology Director; PES Principal; PHS Principal;

Activity - Interactive Whiteboards	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Paintsville Independent currently has interactive whiteboards in all classrooms (grades 3 and up), with projectors and screens in grades K-2. We will maintain these systems (repairing and/or replacing as needed) and will work towards upgrading the K-2 projector/screen sets with interactive whiteboards.	Technology	08/01/2016	05/31/2017	\$10000 - USAC Technology	District Technology Coordinator; PHS Principal; PES Principal

Activity - Appalachian Renaissance Initiative	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Over the next 4 years, Paintsville Independent will receive a Race to the Top Grant, which includes the Appalachian Renaissance Initiative. Included in the initiative is salary stipend for an administrator, \$1000 mini-grants for teachers to purchase tech., and new, cutting edge technology. Technology included is as follows: 2 MondoPads, 2 MacBook Airs, 3 iPad Airs, 20 Dell Laptops, 40 inFocus Q-tablets, 2 Apple TV's, and 2 iPod Minis.	Technology	08/14/2015	03/30/2018	\$130000 - Race to the Top	Superintendent, Instructional Coordinator, Technology Specialist

Activity - Tech. Department Quarterly Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The Superintendent will meet quarterly with the District Tech. Director and building techs. to ensure that technology needs are being met in the district and its buildings.	Technology	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; District Technology Director

Measurable Objective 2:

collaborate to provide supports and opportunities to stakeholders that help to ensure increased student achievement by 05/31/2017 as measured by various state assessment results; stakeholder surveys.

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Strategy1:

Teacher Advisory Council - District leadership will create a teacher advisory council, consisting of teachers in both buildings, to express concerns and ideas to improve student achievement.

Category: Professional Learning & Support

Research Cited:

Activity - Monthly Teacher Advisory Council	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The teacher advisory council will meet on a monthly basis throughout the school year.	Community Engagement	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Advisory Council Teachers

Strategy2:

Full time school nurse - Through a partnership with the Johnson County Health Department the district will provide students with access to a full-time nurse.

Category: Management Systems

Research Cited:

Activity - District Wide Nurse	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide a full-time nurse for K-12 students and staff.	Other	08/01/2016	05/31/2017	\$25000 - Other	Superintendent

Measurable Objective 3:

collaborate to provide and receive ongoing effective communication with our stakeholders by 05/31/2017 as measured by communication records; agendas; surveys; feedback.

Strategy1:

School and District Websites - The school and district web pages will be designed and maintained to promote and communicate the district's focus on student achievement. It will include information on organizational directions, expectations, the learning culture, etc.

Category: Stakeholder Engagement

Research Cited:

Activity - Website Updates	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district and school websites will be regularly updated to include accurate information involving curriculum, instruction, school activities, and student accomplishments.	Technology	08/01/2016	05/31/2017	\$3000 - USAC Technology	District Technology Coordinator; Instructional Coordinator; PHS Principal; PES Principal

Strategy2:

Administration Team Meetings - The district administration team will meet a minimum of once monthly to ensure that needed information has been given, receive reports from each department, and collaborate on upcoming work. The team will consist of: Superintendent; Instructional

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Coordinator; Finance Officer; Director of Special Ed.; Director of Pupil Personnel; Tech. Director; Building Principals, and Building Counselors.

Category: Continuous Improvement

Research Cited:

Activity - Monthly Administration Team Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district administration team will meet on a minimum of a monthly basis to give updates on their respective departments and participate in professional learning activities.	Policy and Process	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator

Goal 2:

2016-17 All teachers at Paintsville Independent will actively participate in a variety of professional growth opportunities focused on increasing student achievement.

Measurable Objective 1:

collaborate to provide teachers with a variety of professional growth experiences to assist them in increasing student achievement by 05/31/2017 as measured by KPREP results; district level assessments; Tell Survey results.

Strategy1:

Technology Professional Development - District leadership will continue to provide supports to school leadership and staff to conduct and implement needed professional development opportunities related to the use of technology to increase student achievement.

Category: Professional Learning & Support

Research Cited:

Activity - Yearly Technology Related P.D. Opportunities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be offered a variety of professional development opportunities yearly on integrating technology into classroom instruction.	Technology	08/01/2016	05/31/2017	\$2500 - Title II Part D	Tech. Director; Instructional Coordinator; PES Principal; PHS Principal

Strategy2:

Feedback for Professional Reflection/Growth - Teachers will receive feedback on their classroom instruction from a variety of school personnel.

Category: Professional Learning & Support

Research Cited:

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Activity - Administrator Walkthroughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school level administrators will conduct bi-monthly walkthroughs and provide teachers with feedback as to what was observed/noted.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	Superintendent; Instructional Supervisor; Director of Special Ed; PHS Principal; PES Principal

Activity - Lesson Plan Review (CIITS)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals will view and evaluate lesson plans on a regular basis and give feedback.	Professional Learning	08/01/2016	05/31/2017	\$0 - No Funding Required	PHS Principal; PES Principal

Strategy3:

PD 360/Edivation - All staff will have access to and training regarding the on-demand Professional Development platform of PD 360/Edivation.

Category: Professional Learning & Support

Research Cited:

Activity - PD 360/Edivation Courses	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will be trained on how to access PD 360/Edivation and the resources that are available through the online platform.	Professional Learning	08/01/2016	06/30/2017	\$0 - No Funding Required	District PD Coordinator

Measurable Objective 2:

collaborate to provide professional growth opportunities related to career/technical education by 05/31/2017 as measured by Kentucky Occupational Skill Standards Assessment (KOSSA); teacher reflection records; observations.

Strategy1:

Kentucky Career Technical Education Conference - District Career/Technical Education Coordinator will work with school leadership and staff to insure teachers are provided with opportunities to attend the annual Kentucky Career/Technical Education Conference. Teachers attending will share what they have learned in their Professional Learning Communities.

Category: Professional Learning & Support

Research Cited:

Activity - Summer CTE Conference	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in the district CTE program will attend the annual summer state CTE conference.	Professional Learning	07/01/2017	07/31/2017	\$1500 - Perkins	CTE Coordinator; CTE Staff

Measurable Objective 3:

collaborate to provide professional growth opportunities related to college readiness by 05/31/2017 as measured by A.C.T. exam results; Advanced Placement exam results; S.A.T. exam results; college/career readiness rate.

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Strategy1:

Advanced Placement Trainings - District leadership will work with school leadership and staff to provide funding, resources, and supports to enable teachers to receive professional growth opportunities that will enable them to show increased student achievement in AP courses.

Category: Professional Learning & Support

Research Cited:

Activity - Advanced Placement Institutes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District leadership will collaborate with school leadership/staff at the secondary level to provide teachers new to AP courses an Advanced Placement Institute training.	Academic Support Program	07/01/2017	08/01/2017	\$2000 - District Funding	Superintendent; Instructional Supervisor; PHS Principal; PHS Counselor; PHS AP Teachers

Goal 3:

2016-17 STATE WIDE GOAL(Optional)--Every student is taught by an effective teacher.

Measurable Objective 1:

demonstrate a proficiency in using classroom management practices and instructional strategies to effectively educate all students by 05/31/2017 as measured by the Paintsville Independent School District Certified Personnel Evaluation Plan.

Strategy1:

Professional Development Opportunities - Teachers and principals will seek Professional Development opportunities.

Category: Continuous Improvement

Research Cited:

Activity - TPGES	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will engage in professional development opportunities provided by the district in conjunction with state and regional cooperative partners that will assist teachers with writing individual PGP's, self reflections, and Student Growth Goals for TPGES.	Professional Learning	08/31/2016	05/31/2017	\$0 - Other	Instructional Coordinator; PHS Principal; PES Principal

Strategy2:

TPGES Observations - Principal and peer observer will complete formal and informal observations.

Category: Continuous Improvement

Research Cited:

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Activity - TPGES Observations/Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The PHS Principal or his designee and a peer observer will evaluate non-tenured teachers annually and complete a minimum of 4 observations throughout the year. Tenured teachers will be observed 4 times over a 3 year period.	Professional Learning	08/01/2016	05/31/2017	\$0 - Other	PHS Principal; PES Principal; Instructional Coordinator

Strategy3:

School Based Leadership Teams - Teachers and Principal will have monthly meetings (PLC's) in which they discuss best practices related to instruction and classroom management.

Category: Professional Learning & Support

Research Cited:

Activity - PLC's	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers and Principals will engage in frequent PLC's to discuss, evaluate, and analyze best practices for classroom management and instruction.	Professional Learning	08/01/2016	05/31/2017	\$0 - Other	Instructional Coordinator; PHS Principal, PHS Teachers; PES Principal; PES Teachers

Goal 4:

2016-17 STATE WIDE GOAL(Optional)--Every school is led by an effective leader.

Measurable Objective 1:

demonstrate a proficiency of being identified as an effective principal by 05/31/2017 as measured by the Paintsville Independent School District Certified Evaluation Plan.

Strategy1:

District Leadership Team - A plan will be developed for PPGES implementation.

Category: Principal PGES

Research Cited:

Activity - District Team	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to ensure all leadership is equipped with all the tools necessary to participate in the PPGES process.	Professional Learning	07/01/2016	06/30/2017	\$0 - No Funding Required	Superintendent; Instructional Coordinator

Strategy2:

PPGES Training - All principals will seek Professional Development Opportunities to ensure effective leadership.

Category: Principal PGES

Research Cited:

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Activity - PPGES Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school administrators will be trained through Edivation, webcasts, simulcasts, professional meetings, cadre meetings, etc. to grasp the concepts and process for PPGES. Principals will participate in PLC's and develop a Professional Growth Plan, a self reflection, and Student Growth Goals.	Professional Learning	07/01/2016	06/30/2017	\$5000 - District Funding	Superintendent; Instructional Coordinator; PHS Principal, PES Principal

Strategy3:

Principal Preparation/Training - District and school leadership will collaborate to ensure that all principals are trained in the PGES system.

Category: Principal PGES

Research Cited:

Activity - Danielson Certification/Calibration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District Leadership will support principals as they complete Teachscape trainings and acquire certification in the Danielson Framework for teacher observation. District will also provide programs for principals to calibrate annually to ensure their accuracy with evaluating teacher observation.	Professional Learning	07/01/2016	06/30/2017	\$500 - District Funding	Superintendent; Instructional Coordinator; PHS Principal; PES Principal

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?

Paintsville Independent is a small city school system in downtown Paintsville, Kentucky. Our district consists of Paintsville Elementary (K-6 and Headstart) and Paintsville High School (grades 7-12). Our buildings (elementary, high school, and central office) can be found within a short walking distance of each other nestled between 2nd and 3rd Streets. We are also in close proximity to the Mayo Campus of Big Sandy Community and Technical College as well as Our Lady of the Mountains (a private Catholic elementary).

Paintsville is a small town (2010 census population of 3,459) which serves as the county seat of Johnson County. Due to its location in Eastern Kentucky the population of the community is dependent upon coal mining and related industries for income. Due to the losses of coal-related jobs and the general economic downturn in the area, the city of Paintsville has had a roughly 1,000 person drop in population from the 1990 to the 2010 census (25% population loss).

However, our district, which has been in operation since 1889, consistently has a student enrollment around 800. Approximately 1/2 of those students come from within our city limits. But with reciprocal enrollment agreements with seven neighboring districts, 1/2 of our students travel in from other areas to attend schools in our district.

Our community (as well as the families from out of district whose children are enrolled) have historically been very supportive of our district. They volunteer at school events, attend school functions, and promote the positives of our district locally and state-wide. Most tend to feel that the school system "is the town."

Approximately 41.2% of our students in the district receive free/reduced lunch, a number that has steadily risen in the past 20 years, but still lower than most neighboring districts. Approximately 96% of our students are identified as white, 2% African-American, and 1% Hispanic, and 1% Asian.

One of the main attributes our stakeholders value and look for our district to provide is preparation for post-secondary education. According to the 2010 census 80.8% of the population graduated high school or have a GED. 21.8% have college degrees. Data from multiple years consistently shows that 94% of our students attend college upon high-school graduation. We also historically have a very low dropout rate (0.0% in 2015-16).

Our district believes in keeping class sizes as small as possible and our classrooms have a student to teacher ratio (14:1) much smaller than the state average. Our teachers have an average teaching experience of 13.9 years (state avg is 11.8) and 82% of them hold either a master's degree or beyond.

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 mission of Paintsville Independent, as a standard for excellence in Kentucky and the nation, is to ensure for each student a globally comprehensive education in a positive environment which provides individualized and cooperative learning opportunities, produces responsible citizens, and instills a desire for life-long learning through quality instructional programs, sound fiscal management, visionary leadership, and a partnership involving home, school, and community."

Our district believes our main purpose in educating students is to prepare them for their lives after K-12 are completed. Our job is to provide a "foundation" for them to build their lives on, both professionally and personally. We believe in the importance of teaching not only the standards approved by our state (such as the Common Core) but working with students to ensure they are ready for a college/career/life after graduation.

At the district level we work to ensure that a variety of partnerships and initiatives are in place to fulfill our purpose statement.

We work with school leadership and classroom teachers to make sure our curriculum, technology, and teaching resources are kept up to date. We seek out and become involved in a variety of initiatives focused on improving student learning. These include: Advance KY (to improve our Advanced Placement Program); the Ky Educational Development Cooperative and the KY Valley Educational Cooperative (to provide district and school supports, information, professional development); Community of Hope (a partnership with local school districts to increase college attendance rate).

For the 2016-17 school year, our district (along with our KY Valley Educational Cooperative partners) received the Race to the Top Grant, which included the Appalachian Renaissance Initiative. With this grant our district will receive over \$150,000 to employ an administrator, outfit 2 Next Generation Classrooms, and provide our students with new cutting edge technology. The district has received 2 MondoPads, 1 Double Robot, 46 Tablets, 28 Laptops, 110 ChromeBooks, and 3 software subscriptions (WinMath, WinLearning, and Icurio). Apart from the technology, the ARI grant offers several Professional Development opportunities, such as Google Classroom training that took place on the Paintsville Independent campus. Our teachers have also been very active in the process as they have applied for and received twenty-four \$1000 individual classroom grants. This 4 year initiative will have a direct impact on student achievement within our district.

Our district leadership has also started a Teacher Advisory Council to allow teachers (representing grades K-12) a time to meet with district level administrators to share their ideas and give feedback about the services being provided by central office to the school level. We have also been actively involved with the Kentucky Department of Education in the past several years including the Math Teacher Network, the Language Arts Teacher Network, the Science Teacher Network, piloting the new Professional Growth and Effectiveness System for Teachers/Principals.

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.

Paintsville Elementary School

During the last three years, Paintsville Elementary has undergone improvements that have been very well planned and systematic. In effect, the school's notable achievements have drastically improved during the past three years.

In 2014, PES hired a new principal, and the position of vice principal was added that same year. The new administration set out to re-vitalize a school that was labeled a "Needs Improvement" school in 2013. In 2014-2015, the elementary school received a classification of Proficient/Progressing. PES saw an improvement of its overall score from 62.7 in 2012-13 to 68.0 in 2013-14 to 69.7 in 2014-15, marking a steady incline each year. In the 2015-16 cycle, K-Prep test scores climbed to 81.2. Based on that score, Paintsville Elementary was identified as a Distinguished/ Progressing school, and therefore labeled a School of Distinction. PES is ranked in the top 100 Elementary Schools in Kentucky.

The school has experienced steady growth within the Unbridled Learning Accountability model and is continuing to monitor the GAP students closely this year. In 2016, the district added the position of Coordinator of Student Success and Assessment. This person works closely with our principal and assistant principal to ensure that PES students are receiving the best opportunities for success.

Also during the 2015-16 school year, the elementary academic team became Regional Governor's Cup champions, making this the 12th championship since 2000. The students placed first in the region in science, language arts, social studies, and arts and humanities. The PES Future Problem Solving team placed in the top ten at state competition in 2014, and in 2012 and 2013 were back to back state champs. They were also regional FPS champions in 2014. The 6th Grade Academic team was also the 2015 "6th Grade Showcase" Winners.

As part of the Kentucky's Appalachian Renaissance Grant, many of the elementary teachers have been the recipients of grants for innovation in the classroom. Many of our classroom teachers have been trained on using the Growth Mindset plan, and have revamped much of how they teach, using this model.

PES students have participated in STLP, Hour of Code, and the Regional Cedar Coal Fair. We have multiple winners in 4-H talent shows, athletic events, and individual competitions, such as dance or theater.

In the next three years, Paintsville Elementary administrators and teachers have identified several areas for continuous improvement. The school has achieved its goal of becoming a school of distinction, but now the focus is on maintaining that status. PES wants its writing, math, and reading scores to continue to increase. In 2016, the district purchased the MAP testing program to help monitor and improve student success. The first testing session gave a baseline for student growth throughout the year. The school is also planning to become a Leader in Me school, and is investing time and energy into making that happen. The stakeholders at Paintsville Elementary School have set a goal to be in the top 50 Elementary Schools in Kentucky and plan to keep the School of Distinction classification for the next three years.

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Achievements and areas of improvement in the last three years:

Paintsville High Schools currently offers Dual Credit opportunities for students through Big Sandy Community and Technical College as well as Morehead State University.

In addition, Paintsville Independent Schools partners with Big Sandy Community and Technical College to offer the Mayo Early College Academy to qualifying juniors. In the first year of this offering, eleven juniors take a full-time college course load through BSCTC and will be on course to graduate with an Associate's Degree by the end of their senior year of high school. These classes are offered free of charge to these students.

The senior class of 2015 earned Paintsville Schools the distinction of third highest District for the ACT in the state of Kentucky.

In 2013-2014 HS graduation rate was 93%, which is above the state average.

In 2014-2015 HS graduation rate was 98.1%, which is above state average.

In 2015-2016 HS graduation rate was 97.9%, which is above state average.

In 2013-2014 HS was scored Distinguished/Progressing and labeled a School of Distinction (96 state ranking), MS was scored Proficient/Progressing (71 state ranking).

In 2014-2015 HS was scored Distinguished and labeled a School of Distinction (91 state ranking), MS was scored Distinguished/Progressing (92 state ranking).

In 2015-2016 HS and MS were ranked as Proficient

Class of 2013 was deemed 67.3% College and Career Ready above the state score of 62.3%

Class of 2014 was deemed 68.1% College and Career Ready above the state score of 66.8%

Class of 2015 was deemed 73.7% College and Career Ready above the state score of 68.5%.

92% of students who took the KOSSA in Consumer and Family Management for 2015-2016 school year passed the exam. (12 out of 13 students)

The average composite ACT score of the PHS senior class of 2014 was 22.2 (identified during the junior year)

The average composite ACT score of the PHS senior class of 2014 was 20.7 (identified during the junior year)

The average composite ACT score of the PHS senior class of 2015 was 20.7 (identified during the junior year)

For the last two years all PHS seniors have applied to a college, university or technical school prior to January 1. The 2015 class had all reached this goal by November 1. The entire school district enjoys a "College Sweatshirt" day in which all stakeholders are encouraged to wear a collegiate shirt and instigate discussions about higher education. This is a district and community wide celebration.

Average class size of Advanced Placement classes are as follows:

	2012-13/passing rate	2013-14	2014-15	2015-2016
AP Biology	18	42 (64)	(every other year)	8
AP US History	10 (56%)	12 (55)	(every other year)	6
AP World History		17 (59)	19 (53)	21
AP English Literature	20 (68%)	9 (56)	23 (41)	15
AP English Language	12 (50%)	23 (64)	21 (21)	13

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AP Calculus AB	13 (25%)	6 (67)	11 (36)	11
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2015-2016 Academics

PHS had one 4th placement in JV Academics

2014 Academics

Academic team qualified for the 2014 National History Bowl

Academic Team placed second overall (behind state champions JCHS) in 2014 JV Challenge

Varsity Academic Team placed second overall in 2014 District Governor's Cup with Top 5 placements in every category

Varsity Academic Team placed third overall in 2014 Regional Governor's Cup Competition

Last year's Academic results for Regionals and then represented Paintsville in the State Competition held in March.

Middle School Regionals

FPS - 2nd Place

Finished 2nd overall standings

High School Regionals

FPS - 1st Place

Finished 3rd in overall standings

STATE Finals

Middle School FPS team was in top ten finishing in 8th place

2015 Academics

Governor's Cup

PHS Future Problem Solving 2nd place

PHS Quick Recall 3rd place

JV ASAP

PHS Quick Recall 3rd place

2013 MSU Art Day...(in all 14 years of participating we have come away with at least an honorable mention, all the way up to 1st place a couple of times) Paintsville High School Art I and II students traveled to Morehead, Kentucky on March 12th to attend the annual "Kentucky Burley/Coal Regional High School Exhibition and Competition" hosted by the Claypool-Young Art Building on the Morehead State University campus. Activities and demonstrations were presented throughout the day as well as a sculpture competition. A jury, comprised of art faculty and a member of the Kentucky Art Education Association, presented Best in Show awards for both two-dimensional and three dimensional artwork as well as ribbons for first place in each art media category. High schools from the Eastern Kentucky region participated in the large scale exhibition which includes a diverse range of 2-D and 3-D media. Emily Ousley received 3rd place, in the photography

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category, for her entry entitled "Catch at Dawn"!

Upgrade of Yearbook software

The Paintsville Choir performs a minimum of three public concerts per school year as well as offering performances as community service. Paintsville Choir members volunteer to sing the National Anthem at all boys and girls home games. The choir teacher facilitates the schedule for this service.

Paintsville Choir teacher coordinates the 4H Talent Show for our district. Within the last three years six students have advanced to compete at the Kentucky State Fair.

Band participation has more than doubled in the past year with 36 active participants. (not including elementary)

2013-2014

All-District High School Jazz Band: Samantha Perdue, Bari.Sax.

Matthew Barber, guitar.

All-District Middle School: Hunter Becknell, Percussion.

Sonia Williams, Mallets.

Taylor Bussey, Clarinet

Madison Mollette, Clarinet

Zach Snyder, Euphonium

2014 - Recently Paintsville junior Samantha Perdue and freshman Katie Adams were selected to participate at the Eastern Kentucky University Honors Band. Along with other students from around the state, the students participated in a weekend of musical study with prominent guest composers. The event culminated in a group performance at the ECU Center of the Arts.

2014- The US Dept. of Ed selected the KVEC application (Paintsville as well as other districts in the region) as one of 31 finalists in the latest round of RTTT funding. Over 200 groups applied and 31 finalists were chosen. The Appalachian Renaissance Initiative is part of the 2013 U.S. Department of Education Race to the Top Grant. Public school systems in the Appalachian region of Kentucky are poised to emerge as national and international leaders in rural education. The region has long been measured by the challenges that face its education systems rather than the opportunities that exist. Those opportunities include: a unified consortium of school districts committed to putting students first, the willingness to share resources and strategies in a cross-district collaborative, the capacity to engage broad cross sections of the community in a systemic process for positive change, and the drive to recreate the landscape of rural public education. The collaborations developing through ARI are catalysts for positive change that can break historical patterns and capitalize on the strength and energy of extraordinarily resilient professionals. This project will serve as an important, significant, and effective model to dramatically improve educational outcomes for students across Kentucky and in rural schools nationally. During the 2015 school year Paintsville Independent will be partnering with the KVEC to participate in this initiative.

During the 2014-15 school year the following teachers; Karen Adkins, Stephanie Hammonds, Dawn Kinner, Jason Kinner and Hans Doderer all were awarded \$1000 classroom grants from the Appalachian Renaissance Initiative.

2015 The Appalachian Renaissance Initiative has brought many resources to our district.

2 MondoPads

1 Double Robot

SY 2016-2017

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46 Tablets

28 Laptops

110 ChromeBooks

3 software subscriptions (WinMath, WinLearning, and Icurio)

Several free PD offerings including Google classroom training

24 \$1000.00 individual classroom grants were awarded.

\$4500 in Student Technology Grants

2015 school year makes the 7th consecutive year that Mr. Hans Doderer and the PHS PRIDE Club have secured funding (more than \$28,000 in total) from east KY PRIDE NEED, and the KEEA Organizations along with a few donations from local businesses. Recently Doderer was able to tap into additional funding through grants awarded through the Kentucky Valley Educational Cooperative (KVEC) via ARI grants.

This additional funding has enabled Doderer to develop many hands-on and project based science projects at PHS. Last year the PHS PRIDE Club utilized a technology/innovation grant to install the school's first solar panels onto an outdoor classroom shelter (built with funds received from a previous PRIDE grant). Students can use energy generated from the solar panels and stored in batteries to charge their phones and other devices at the shelter. Previous grants have funded the construction of the school's first greenhouse, various tree planting projects, the installation of rain barrels, maintain bird feeding stations on the PHS campus, and the development of "Tiger Island, which is a 27 acre island located at Paintsville Lake used by Doderer to conduct water quality experiments and to monitor bluebird and wood duck nesting boxes that have been placed along the shore of the island. PHS is perhaps the only high school in the state that conducts environmental experiments and projects on an island. This year Doderer and his students received funding from several partners to begin the school's first Trout in the Classroom project. More than 75 Ecology and Biology students at Paintsville High School will conduct a wide range of water quality test as part of our school's Trout in the Classroom Project (TIC). Students are raising Rainbow Trout from the eyed egg stage into young fry in a 120 gallon aquarium in which the water temperature are being maintained at 52 F. As a culminating activity students will release the young trout into an approved (according to KY State Fish & Wildlife) stream during the spring of 2016. There is also an interdisciplinary component of this project where history, art and chemistry students (approximately 50 additional PHS students) will produce a documentary about the TIC project including oral histories of local citizens and experts about water quality issues as they pertain to eastern Kentuckians. Plans are to air the documentary on local TV as well as the PHS school news. Students will raise, study and grow rainbow trout from egg to fry and then release the young trout into an approved stream in the spring of 2016. A documentary that will be aired on hometown TV and the schools news in the spring of 2016. "Grants have been instrumental in the development of our environmental education at PHS and have supported my efforts to increase environmental literacy among our students", stated Mr. Doderer.

At PHS four teachers are actively pursuing National Board Certification.

PHS was a pilot school for the TPGES program in the 2013-14 school year. This school year we are a pilot for the OPGES.

During the 2014-2015 school year Dawn McNew, English department received the Education First Travel Scholarship. In 2014 and 2015 school years the students participated in the Actors Theater of Louisville education backstage workshops and performance viewings of Dracula and The Christmas Carol.

Volleyball:

(2013-14)The Varsity Volleyball team was District Champions for the second year in a row. We were also Runner-Up in the Paintsville Fall Classic. Jessica Hall make the KVCA All-State 1st Team; Molly Kirk made 2nd Team; and Kerrigan Samons was honorable mention. Molly Kirk was selected to the 15th Region All-Tournament Team.

(2014-15)

Comprehensive District Improvement Plan

Paintsville Independent

2014 AVCA Team Academic Award

2014 District Champions

2014 Regular Season District Champions

Individual:

Kerrigan Samons- Regional All-Tournament Team, MaxPreps Player of the Week, AVCA Under Armour Watch List, Champions of the Mountain All-Tournament Team, AVCA Phenom, KHSAA All-State team

Abbey Meade- Regional All-Tournament Team

2015 Megan Taylor and Abbey Meade were 15th region all tournament team.

2015-16 Volleyball --DISTRICT champions --Regional semi finalist

Abbey Meade and Megan Taylor selected to All-State and 15th region all tournament team

2016-17 Volleyball --DISTRICT champions --All a regional runner up

Paintsville fall Classic champions

Regional semi finalist

Megan Taylor and abbey Meade 15th region I tournament team

Megan Taylor- all-state honorable mention

2014 All A Regional Basketball Champs (Girls)

2013-14 Golf:

Katherine Dale qualified for the girls all a state golf team and The Leachman Buick GMC girls state team in Bowling Green. Girls Golf State Championships

2014-15 Golf:

Boys golf team played in both the all a state and the KHSAA state tournaments

Logan Conn won the region as an individual.

Katherine Dale qualified for both the All A State and the KHSAA State golf tournament (5th time playing in the state golf tournament)

Middle School Football 2013:

10 - 0 Perfect Season

5 members named to the All-State Team (more than any other MS in the state)

High School Football

2015 PHS Team had an undefeated regular season

2016 PHS team had an undefeated regular season

Areas of improvement within next three years:

Both HS and MS maintain Distinguished classification

100% students deemed college/career ready

ACT scores will continue to rise

Increase the population of Advanced Placement students and passing rates

Make student data forms more efficient for parents and school

Maintain Infinite Campus as an ongoing up to date means of communication

Strengthen community involvement

Evaluate and ensure student safety via crisis management

Collect lunch forms on all students

Comprehensive District Improvement Plan

Paintsville Independent

Concentrate on the performance of our focus group, free/reduced lunch

Continue technology advancements and integration

Continue to focus on athletic performance and achievement

Continue to focus on academic performance and achievement

Additional Information

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

Paintsville High School offers access to student performance, attendance and information to guardians via Infinite Campus. Please visit the school webpage www.paintsville.kyschools.us and link to IC or Infinite Campus. Guidance counselors will provide the username and password designated to each student. Counselors can also provide mobile app information for IC.

Paintsville Independent Schools maintain current school events, photographs, student created videos and schedules on the district webpage. A wide range of extracurricular events are videoed and archived. Please visit the school webpage at www.paintsville.kyschools.us.

The district began the implementation of the BOD (bring your own device) this 2015 school year. Bring Your Own Device (BYOD) Paintsville Independent Schools will initiate a 1-1 Technology Plan, which will begin during the 2015-2016 school year, where the district will be purchasing Google Chromebooks at both Paintsville Elementary and Paintsville High school. Here is the link to the make/model of the chromebook our district purchased for our students. The Paintsville Board of Education recently approved a BYOD(Bring Your Own Device) policy, so students can bring their own devices and use in the classroom. We encourage students to bring their own devices for use at school, in grades 5 and up. Under the downloads section on the school web page, you can read about our plan, as well as download our BYOD policy.

At this time, PISD is exploring potential options to provide a cost-effective method to distribute district wide information. Until further notice, the Paintsville Independent School District will provide official announcements through the following sources:

Radio: WKLW, WSIP, WQHY

Television: WYMT, WKYT, WSAZ

Newspaper: Paintsville Herald, Big Sandy News, Around Paintsville

Websites: Paintsville Independent Schools, Paintsville elementary school, Paintsville High School

Additional radio & television sources will be added at a later date. If your organization wishes to have information added to school/district websites, please contact the building principal to receive approval. After approval, please contact Joseph Schmitt, Director of Technology, or Bryan Auxier, ARI Grant Coordinator.

All students grades 7-12 maintain a working ILP or Individual Learning Plan.

SBDM meetings are scheduled for the first Monday of each month. Public is invited to attend. Times and dates are announced.

The Family Resource Center is available to service families in need. If you are in need please contact Elizabeth Bruner at 606-789-2656.