

JAMES A. CAWOOD ELEMENTARY SCHOOL

COMPREHENSIVE SCHOOL IMPROVEMENT PLANS

James Clem
Chairperson, School Council

December 5, 2011

Patty Caldwell
Chairperson, Comprehensive Plan

December 5, 2011

Plan Approved by the Council

DATE: 12/12/10

School Council Members

Mr. James Clem	Chairperson
Mrs. Dianna Tipton	Teacher
Mrs. Connie Engle	Teacher
Mr. Benjamin Johnson	Teacher
Mrs. Shannon Daniels	Parent
Mrs. Lisa Blanton	Parent

SBDM COUNCIL MEMBERSHIP

James A Cawood Elementary School

Council Member Name	Address	Completed Training	Trainer
James Clem, Principal	279 Ball Park Road Harlan, KY 40831		Anita Tolliver
Dianna Tipton	279 Ball Park Road Harlan, KY 40831		Anita Tolliver
Connie Engle	279 Ball Park Road Harlan, KY 40831		Anita Tolliver
Benjamin Johnson	279 Ball Park Road Harlan, KY 40831		Anita Tolliver
Shannon Daniels	279 Ball Park Road Harlan, KY 40831		Anita Tolliver
Lisa Blanton	279 Ball Park Road Harlan, KY 40831		Anita Tolliver

Assurance Certification

I certify that to the best of my knowledge, the information contained in this application is correct and complete and that the agency named in the application has authorized me, as it's representative, to obligate this agency to conduct any ensuing program or activity in accordance with all applicable Federal and State laws, regulations and specific program assurances contained in the ***Kentucky Consolidated Planning Guidebook***. It is understood that this application constitutes an offer, and if accepted by the Kentucky Department of Education or negotiated to acceptance, will form a binding agreement.

JAMES A. CAWOOD ELEMENTARY SCHOOL
School

December 5, 2011

Principal

Note: Although the Assurance Certification is not included in the school's improvement plan, the assurances for the categorical programs listed on the previous page should be reviewed by the school council and the school planning committee prior to approval of the plan by the school council. The Assurances for 2010-2011 are in the Comprehension Improvement Planning Guidebook (2005-2006) and can be downloaded from the Web Page At:

<http://www.kde.state.ky.us/olsi/conp/Emanual/default.asp>.

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COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

EXECUTIVE SUMMARY:

School: JAMES A. CAWOOD ELEMENTARY SCHOOL

MISSION STATEMENT

JAMES A. CAWOOD ELEMENTARY SCHOOL'S MISSION

As an accomplished and dedicated professional staff,

- ❖ We will...PROVIDE a safe and nurturing atmosphere where all students will grow as learners and as leaders.
- ❖ We will...IMPLEMENT a challenging curriculum, aligned with state standards an designed to provide opportunities for higher order thinking.
- ❖ We will...ENABLE all learners to succeed.
- ❖ We will...INSPIRE all learners to achieve.
- ❖ We will...EXPECT all learners to excel and
- ❖ We will...REALIZE this vision through the joint effort of the entire school staff, district staff, parents, and our community.

PROCESS OF DEVELOPING THE COMPREHENSIVE PLAN

How planning and needs Assessment Team were Organized:

The Mission Statement was developed considering the 2009 plan and will be reviewed with the new plan each two year cycle by SBDM council in the approval process. SBDM council will review and approve the new CSIP components and related activities in draft form before it is sent to the district for review. This process will be reflected in the SBDM council minutes. The public will be invited to participate in that process during the SBDM Council Meeting. Comprehensive School Improvement Plan Committees, the Academic Component Committee, The Learning Environment Committee, and the Efficiency Committee, were formed as part of the forgoing process for this CSIP. These committees included all instructional staff from primary, four/fifth grade, and middle school grades as well as administration. The goal of these Committees is to make use of school data including data analysis and needs assessment, along with the results from the 2005 Scholastic Audit to develop the data for the new CSIP. These committees developed the new pending component for the CSIP including new activities. Input from all staff was accomplished through this process with SBDM council reviewing and revising. Parents, student, certified staff, classified staff input was allowed for through surveys selected by district supervisor Anita Tolliver.

Members/Representative Groups Who Served through the Planning and Needs Assessment Process:

SBDM Council and Curriculum Committee:

Comprehensive School Improvement Plan Committees

Learning Environment Committee

Jane Karst-Component Manager
Kim Wynn Angel Gross
Stacy Noe
Melody Canady Debbie Cloud
Linda Lewis

Academic Performance Committee:

Karen L Simpson-Component Manager
James Clem Kim Felosi
Connie Engle Sandra Lynn
Ben Johnson Joy Noe
Emily Jones
Joey Hubbs

Efficiency Committee

Patty Caldwell-Component Manager

Jerry Ford

Candace Herren

Rhonda Johnson

Dianna Tipton

Jamie Howard

Trish Crider

Ashley Coldiron

How the Needs of the School or District Were Determined:

The Site Base Council along with the Comprehensive School Improvement Plan Committees reviewed past goals and progress from the 2010-2011 Comprehensive School Improvement Plan and subsequent revisions of the current CSIP. The SBDM delegated data analysis of the Kentucky Performance Report, NCLB Report, and other data sources to committees and staff, accepting or rejecting resulting recommendations to be incorporated into the revised plan.

Communication Plan:

Communication is accomplished through filing a quarterly status report of current progress as well as the original Comprehensive Plan at the District Office, posting copies of the CSIP to every teacher workstation, and district/state maintenance of website copies for access by the general public. Community and parent communication is accomplished through full time availability, to the public, of a complete copy of the current Comprehensive Plan in the administrative office of the school and availability of an online copy of the plan. The SBDM council approved the Comprehensive School Improvement Plan.

Academic Component: Academic Performance Component

 School District

 Preliminary Revised

District Name: Harlan County Schools

Component Manager: Karen L Simpson

School Name: James A. Cawood Elementary

Current Date: December 7, 2011

Priority Need:	Goal:
<p>Causes of the Need:</p> <ul style="list-style-type: none"> A. The KCCT Elementary Reading, Math, On Demand Writing and Social Studies along with the Middle School Social Studies and On Demand Writing curriculum is in need of refinement to make it more rigorous, intentional and aligned with the Kentucky Core Content. B. The school's instructional program needs to actively engage all students by using effective, varied, research based practices to improve student academic performance. 	<p>Objectives for Reaching the Goal:</p> <ul style="list-style-type: none"> A. The school, with district aide, will fully develop and implement a curriculum that is rigorous, intentional, and aligned to Kentucky Common Core Standards and Program of Studies by actively engaging all students using effective, varied research based practices to improve student academic performance in Elementary Reading, Math, On Demand and Social Studies as well as Middle Social Studies and On Demand Writing. B. The school's instructional program will actively engage all students by using effective, varied, research based practices to improve student academic performance.
<p>Evidence of Causes:</p> <p>Currently:</p> <ul style="list-style-type: none"> A.1. A review of KCCT results of the 2010-2011 school year and Explore results, suggest the instruction in Elementary Reading, Math, On Demand and Social Studies as well as Middle Social Studies and On Demand is in need of improvement. B1. Even though the score process has ensured that all staffs' are lesson plans are grade level and specific, matching core content has not been as successful as hoped. Therefore the new revised score process incorporating the program of studies along with the Kentucky Common Core Standards has been adopted to correct the situation. 	<p>Measures of Objectives (Practice and Results)</p> <ul style="list-style-type: none"> A. Will meet all AMO in all areas for NCLB in 2012. B. All instructional staff shall actively engages ALL students by using effective varied research based practices such as Marzano's Strategies, which results in student proficiency

Objective A: The school, with district aide, will fully develop and implement a curriculum that is rigorous, intentional, and aligned to Kentucky Common Core Standards and Program of Studies by actively engaging all students using effective, varied research based practices to improve student academic performance in Elementary Reading, Math, On Demand and Social Studies as well as Middle Social Studies and On Demand Writing.

Activity	Measure	Person Responsible	Start Date	End Date	Cost	Fund Source
A.1.a The Academic Performance committee will revisit the school curriculum making any necessary adjustments-overlaps-and ensuring that the curriculum adheres to district rigor/relevance standards, and there are no vertical or horizontal gaps.	A.1	Karen L. Simpson, Chairperson	August 2011	May 2012	-0-	-0-
A.2.a The SBDM council will review and revise curriculum policies in order to be compliant with district policy and current state guidelines to ensure all students have access to all curriculum.	A.2	Chairman James clem	August 2011	May 2012	-0-	-0-
A.3.a The instructional staff will utilize district personnel such as The Math Specialist and Reading/Writing Specialist along with the Assistant Superintendent of Curriculum to assist teacher instruction and the development of lesson plans and Open Response Questions.	A.3	James Clem	August 2011	May 2012	-0-	-0-

Objective B: The school's instructional program will actively engage all students by using effective, varied, research based practices to improve student academic performance.

Activity	Measure	Person Responsible	Start Date	End Date	Cost	Fund Source
B.1.a The school leadership will monitor lesson plans and student work to ensure that all instruction actively engages ALL students by using effective, varied, research based practices resulting in proficient student work.	B.1	Patty Caldwell	August 2011	May 2012	-0-	-0-
B.1.b The school leadership will monitor lesson plans and student work to ensure staff designed plans exhibit rigor and relevance specific to grade level, matching Kentucky Common Core Standards and Program of Studies with applicable "I can..." statements evidencing high teacher expectations resulting in student proficiency.	B.1	Patty Caldwell	August 2011	May 2012	-0-	-0-
B.1.c The instructional staff will utilize the latest technology in order to provide differentiated instruction and student centered learning experiences.	B.1	Karen L. Simpson	August 2011	May 2012	-0-	-0-

ACTION COMPONENT

Efficiency

School

District

Preliminary

Revised

District Name

Harlan County Public Schools

Component Manager

Patty Caldwell

School Name

James A Cawood Elementary School

Current Date

2011

<p>Priority Need The SBDM council will refine and revisit organizational structure and instructional practices that reduce barriers to learning. The SBDM council will review the effectiveness of the policies that support student achievement and the improvement planning process which involves collecting, managing, and analyzing data.</p>	<p>Goal SBDM will refine and revisit organizational structure and instructional practices that reduce barriers to learning. SBDM will review the effectiveness of the policies that support student achievement and improvement planning process.</p>
<p>Causes of the Need</p> <ul style="list-style-type: none"> A. Although the current Interim Report and the Iowa Test results indicate a focus on support for teaching and learning, organizational direction, high performance expectations, a more refined effort will be placed in the area of a learning culture. B. Although the school develops and implements a comprehensive improvement plan, the plan will be refined to show a clear purpose, direction and focus on teaching and learning. 	<p>Objectives For Reaching the Goal</p> <ul style="list-style-type: none"> A. The SBDM instructional decisions focus on support for teaching and learning, organizational direction, high performance expectations, or creating a learning culture. B. The school develops and implements a comprehensive improvement plan. The plan has a clear purpose, direction, and is focused on teaching and learning.
<p>Evidence of Causes</p> <p>A.1 According to the Kentucky Interim Report, the Iowa Test results and the Culture Survey school leadership along with the SBDM council will create and revise effective policies to support student achievement.</p> <p>B.1 Although the Kentucky Interim Report, the Iowa Test results and the Culture Survey indicates a plan, school leadership along with the SBDM council will refine the plan to have a clear direction and focus on teaching and learning.</p>	<p>Measures of Objectives (Practice and Results)</p> <p>A.1 School instructional decisions focus on support for teaching and learning, organizational direction, high performance expectations, or creating a learning culture.</p> <p>B.1 The school leadership along with the SBDM council will refine a plan to show a clear purpose, direction and focus on teaching and learning.</p>

Objective A: School instructional decisions focus on support for teaching and learning, organizational direction, high performance expectations, and creating a learning culture that reduce barriers to learning.						
Activity	Measure	Responsible Person	Start Date	End Date	Cost	Fund Source
A.1.a. Evidence in the form of SBDM records, Staff Sign-In Sheets, etc. from data analysis sessions will provide evidence of data to help enable refined instructional decisions	A1	James Clem	August 2011	May 2012		
A.1.b. Evidence in the form of monthly reports will be turned in to SBDM from all programs implemented in the school, such as, Accelerated Reader, DORA, DOMA, Unique Math, Unique Reader, RTI results, Study Island in all tested Content Areas, Read-to-Achieve teacher plus any additional programs that may be added over the course of the year.	A1	James Clem Patty Caldwell Kim Wynn Melody Canady	August 2011	May 2012		
A.1.c. FRYSC and the 21 st Century will assist with needs of students to reduce barriers to learning through various means including Mission of Hope, Christ Hands, Quality Care, Reading Nights, etc.	A1	Erica Farmer Debbie Kelly	August 2011	May 2012		

Objective B: The school develops and implements a comprehensive improvement plan. The plan has a clear purpose, direction, and is focused on teaching and learning						
Activity	Measure	Responsible Person	Start Date	End Date	Cost	Fund Source
B.1.a The SBDM council will review, revise, and refine all existing policies.	B1	James Clem	August 2011	May 2012		
1. B.1.b Our mission statement will be reviewed by the committee and refined as needed to focus on a clear direction for teaching and learning.	B1	James Clem	August 2011	May 2012		

ACTION COMPONENT

Learning Environment

School

District

Preliminary

Revised

District Name Harlan County Public Schools

Component Manager

Jane Karst

School Name James A. Cawood Elementary School

Current Date

NOV. 21, 2011

<p>Priority Need Based on a review of the Kentucky Standards and Indicators for School Improvement, there is a need to provide an effective learning community and climate conducive to performance excellence.</p>	<p>Goal In 2012, a review of James A. Cawood Elementary will show that the school is functioning fully and implementing on a level as an effective learning community, supporting a climate conducive to performance excellence as outlined by the Kentucky Standards and Indicators for School Improvement.</p>
<p>Causes of the Need</p> <ul style="list-style-type: none"> A. The school needs to function as an effective learning community and provide constant support for a climate conducive to performance excellence. B. The school needs to work with families and community groups to remove barriers to learning in an effort to meet the intellectual, social, career, and development needs of all students. C. The school needs to provide research-based, results driven professional development opportunities for staff and implements performance evaluation procedures in order to improve teaching and learning. 	<p>Objectives For Reaching the Goal</p> <ul style="list-style-type: none"> A. The school functions as an effective learning community and supports a climate conducive to performance excellence. (Standard 4) B. The school works with families and community to remove barriers to learning. (Standard 5) C. The school provides research-based, results driven professional development opportunities for staff to improve student learning and teaching strategies. (Standard 6)
<p>Evidence of Causes</p> <p>A.1 According to the most recent Needs Assessment: 33% of the staff feel they are not at liberty to express their ideas and opinions.</p> <p>B.1 According to the most recent Needs Assessment: 24% of parents feel that the school does not work with the community to support student achievement.</p> <p>C.1 According to Teacher Interviews, additional professional development is needed to assist teachers in ways to fulfill interventions for meeting RTI (Response to Intervention) requirements.</p>	<p>Measures of Objectives (Practice and Results)</p> <p>A.1 According to the 2012 Needs Assessment, 72% will feel at liberty to express ideas and opinions.</p> <p>B.1 According to 2012 Needs Assessment, 79% of parents will feel that the community is involved in promoting student achievement.</p> <p>C.1 According 2012 teacher Interviews, additional professional development was made available to teachers in ways to successfully reach requirements for RTI (Response to Intervention) interventions for ALL students.</p>

Objective A: The school functions as an effective learning community and supports a climate conducive to performance excellence. (Standard 4)						
Activity	Measure	Responsible Person	Start Date	End Date	Cost	Fund Source
A.1.a Staff will work together during monthly teacher meetings/support sessions to express ideas and concerns to improve student achievement. (4.1.d)	A.1	Jane Karst	August 2011	May 2012	0.00	NA
A.1.b School leadership will investigate ways to improve school relationships among all stakeholders.	A.1	Jane Karst	August 2011	May 2012	0.00	NA

Objective B: The school works with families and community groups to remove barriers to learning in an effort to meet the intellectual, social, career, and developmental needs of students. (Standard 5)						
Activity	Measure	Responsible Person	Start Date	End Date	Cost	Fund Source
B.1.a School leadership will allow participation from community in ways that promote students learning: ex: "Reading Buddies" a group of community members will come to the school library every other week (Sept. – Dec) (Jan-April) to read with students in primary. (5.1.d)	B.1	Principal, James Clem, Celia Adams (District Community Liaison)	August 2011	May 2012	0.00	NA
B.1.b Staff will participate with community to encourage parent involvement: ex: Staff will work at the local McDonald's for "McTeacher Night" at which time parents will pick up student progress reports while conferencing with teachers.	B1	James Clem	August 2011	May 2012	0.00	NA

Objective C: The school provides research-based, results driven professional development opportunities for staff and implements performance evaluation procedures in order to improve teaching and learning.						
Activity	Measure	Responsible Person	Start Date	End Date	Cost	Fund Source
<p>C.1.a Teachers will participate in professional development opportunities in the following areas: with an emphasis on RTI (6.1.c)</p> <ul style="list-style-type: none"> • RTI (Response to Intervention) • Analysis of student test data and student work. • Varied Research Based Assessment (i.e. authentic assessment— open response, on-demand, portfolio entries— continuous assessment, scoring guide development, analytical assessments, etc.). • Curriculum Alignment with Program of Studies • Provide support for instructional staff with an emphasis on Reading, & Mathematics. • Content specific professional development designed to enhance teacher quality and content instruction. 	C.1	Patty Caldwell	August 2011	May 2012	Pending	PD Funds