

LEE COUNTY DISTRICT

COMPREHENSIVE DISTRICT IMPROVEMENT PLAN

ASSURANCE CERTIFICATION School Year 2010 - 2011

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 this application has authorized me, as its 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 Comprehensive District Improvement Planning Guidebook (2004)*. It is understood that this application, once posted to our local district server for public access constitutes an offer, and if accepted by the Kentucky Department of Education or negotiated to acceptance, will form a binding agreement. It is the responsibility of the local district to keep copies of past plans on file at the school district.

Superintendent: James Evans Jr.

Board Chairperson: William Owens

James Evans, Jr. – Superintendent		
William Owens – Board Chairman		

Larry Burgess – Board Member		
Jamie Ward – Board Member		
Lois Hollon – Board Member		
Curtis Davis – Board Member		

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CATEGORICAL PROGRAMS

<u>FEDERAL GRANT PROGRAMS 2009-2010</u>	LOCAL CONTACT EMAIL	LOCAL TELEPHONE
NCLB, Title I: Part A (Improving Basic Programs)	Sharon.Bush@Lee.kyschools.us	606 464-5000
NCLB, Title I: Part D (Neglected and Delinquent)	Glenn.Kincaid@Lee.kyschools.us	606 464-5000
NCLB, Title II: Part A (High Quality Teachers and Principals)	Sharon.Bush@Lee.ky.schools.us	606 464-5000
NCLB, Title II: Part D (Education Technology)	John.Profitt@Lee.kyschools.us	606 464-5000
NCLB, Title III Part A, Subpart 1	Glenn.Kincaid@Lee.kyschools.us	606 464-5000
NCLB, Title IV: Part A (Safe and Drug Free Schools & Communities)	Glenna.Cummins@Lee.kyschools.us	606 464-5000

NCLB, Title V: Part A (Innovative Programs)	Sharon.Bush@Lee.kyschools.us	606 464-5000
NCLB, Title VI Part B, Subpart 2 (Rural and Low-Income Schools)	Sharon.Bush@Lee.kyschools.us	606 464-5000
Individuals with Disabilities Education Act (IDEA) Basic	Glenna.Cummins@Lee.kyschools.us	606 464-5000
Individuals with Disabilities Education Act (IDEA) Preschool	Glenna.Cummins@Lee.kyschools.us	606 464-5000
McKinney -Vento Homeless Education Act (NCLB Title X Part B)	Glenn.Kincaid@Lee.kyschools.us	606 464-5000
Carl D. Perkins Vocational and Technical Education Act- Basic	Ray.Shuler@Lee.kyschools.us	606 464-5000
Extended School Services	Glenna.Cummins@Lee.kyschools.us	606 464-5000
Gifted and Talented Education	Tami.Stickler@Lee.kyschools.us	606 464-5010
State Preschool Program	Glenna.Cummins@Lee.kyschools.us	606 464-5000
Kentucky Education Technology System	John.Profitt@Lee.kyschools.us	606 464-5000
Textbooks	Sharon.Bush@Lee.kyschools.us	606 464-5000
Professional Development	Sharon.Bush@Lee.kyschools.us	606 464-5000

DISTRICT IMPROVEMENT PLAN EXECUTIVE SUMMARY

Mission Statement:

The Lee County School District, in partnership with students, parents, and the community shall assure an excellent education for each and every child.

Vision

- Every parent will be actively involved in a child's life
- More accountability and discipline for students
- All students will be drug free
- Analysis of student performances will drive teacher instruction
- Every student will graduate from high school
- Every student will use the most up-to-date technology available
- No dropouts
- Every student will perform at or above grade level
- All students will learn and demonstrate moral ethical traits of a productive citizen
- Teachers will have the support of parents and the community
- All students shall attend school everyday
- Parents will have the knowledge and skills to support student learning
- 110% teamwork from all students, parents, educators and community
- All students will take advantage of the educational opportunities offered to them
- All educators will deliver all instruction at a high level
- Safety nets will be in place to assure each and every student will be assured success
- Every parent will want his or her child to have an education
- Lee County will grow and expand to support employment opportunities for our graduates
- Students will have the courage and convictions to defend the values of our country and culture
- All students will have the desire to be successful
- Students accept their obligation to learn
- Government shall provided adequate funding to maintain and enhance the educational process

- School will be a place where students desire to attend everyday
- Parents will access the safety nets to ensure higher student success.
- Respect
 - Student for teachers
 - Teachers for students
 - Parents for teachers
 - Teachers for parents

Goals

By 2011, Lee County School District student and staff attendance rate will be at 96%.

By 2011, 100% of our entering freshman, less those who leave the district due to legitimate reasons, will graduate four years later and successfully transition from high school to a planned career path.

By 2011, graduating senior's ACT scores will be at or above the national average.

By 2011 Lee County School District Accountability Index will be at 95.

By 2011, Lee County Schools will have 0% of students test positive for illegal drugs.

Beliefs

- Students have an obligation for their own learning.
- All students can learn
- The community should support employment opportunities for our students.
- Every student shall be provided a safe, secure, and drug free learning environment.
- Student needs will drive school decision-making.
- Home, school, and community share responsibility for the education and motivation of all students.
- Business, community, parents, and schools must set standards of high expectations and acceptable behavior for all learners.
- Parent/caregiver involvement is the key factor in a student's success by supporting the student: in the home, in school academics, and in school functions.

- Students should be prepared to meet the needs of a global society.
- Students should have an awareness of their civic responsibility and exhibit it within their community.

Strategic Policies

- Decision making in the Strategic Planning process will be driven by strong moral and ethical values.
- We will not let the financial condition of the organization get in the way of developing and implementing our strategic plan.
- In the Strategic Planning process we will include parent, school, and community members in the planning process.
- We will always place 'what is best for students and children' first when making decisions.
- Established priorities, timelines, and available resources will drive the Strategic Planning process.
- We will commit ourselves to assuring that strategic plan is implemented.

OBJECTIVES

We will develop and implement a student career program that will assure that each student will know careers that are available and know the education requirement for each career.

We will work closely with each and every student on developing his or her vision and recognizes the connection between career and lifestyles.

We will continue to implement career program that will assure each student develops a beneficial Individual Learning Plan (ILP) that is representative of their career goals.

We will develop and implement a plan to assure that an aligned curriculum is taught K-12 to mastery with instructional strategies and assessment opportunities that engage every student.

We will develop and implement a plan that assures Lee County School District will be an effective learning community that supports a culture and climate conducive to performance excellence and provides students with a sense of belonging.

We will identify barriers and provide direct and collaborative services to assure optimal student learning.

We will develop a zero tolerance policy for illegal drugs in our schools.

We will develop and maintain a model drop out prevention and “stay in school” incentive program.

We will develop and implement a plan that involves caregivers and the community as active partners in the educational process.

We will continue to explore options of improving the financial condition of the district by improving the tax base and pursuing alternative means of funding.

We will restructure and reorganize the Lee County School District in order that our strategic plan continuously drives planning, financing, curriculum, assessment and instruction within and throughout our schools.

Consolidated Planning Process:

In November 2001, the Lee County School District embarked on a district strategic planning process, which involved business and community leaders, central office personnel; site based council members, board members, professional educators, students, and classified personnel from each school. Planning/orientation awareness meetings were held. After these meetings a final strategic planning team was formed to begin the process of developing the Lee County Schools Strategic Plan. A weekend retreat occurred in November 2001, to begin the process of developing a long-range plan for the district. The committee spent three (3) days analyzing school data, and discussing beliefs, critical issues, goals, objectives and strategies. A district strategic plan was then developed. The Lee County Strategic Plan was developed focusing on a five-year plan with goals set for the end of the 2005-2006 school year.

In November 2005, the Lee County School District focused on a district strategic implementation process, involving business and community leaders, central office personnel; site based council members, board members, professional educators, students, and classified personnel from each school including both new members and members from the 2001 retreat. A weekend retreat occurred in November 2005, to review the implementation of the five year cycle of the Lee County Strategic Plan. The team spent two (2) days analyzing data, discussing beliefs, critical issues, goals, objectives and strategies. The district strategic plan was reviewed and revised based on team recommendations. The current Lee County Strategic Plan was developed focusing on a five-year plan with goals being set for the end of the 2010-2011 school year.

Needs Assessment:

The Comprehensive District Improvement Planning Committee conducted a comprehensive needs assessment, including academic and non-academic data. Student achievement data from CTBS, Kentucky Core Content Test, NCLB, NAEP, Perkins Performance Measures Annual Report, Think Link, and special education monitoring were analyzed. Drop-out data, attendance, retention, successful transition, safe schools data/audits, technology surveys, Title I, Title IV preschool, parent/student/staff surveys and each school's improvement plan was reviewed to determine the priority needs of the district. The planning team focused on incorporating academic and non-academic data from each school to develop a comprehensive district needs assessment. Based upon these findings with a focus on student learning the team identified four (4) priority needs to be addressed: 1) academic performance, 2) learning environment, 3) efficiency, and 4) technology. Achievement gaps focusing on activities and strategies targeting KRS 158.649 (SB 168) and NCLB requirements will be addressed and embedded throughout the comprehensive district improvement plan. The Lee County School District Technology Plan will be a separate plan with technology embedded throughout the comprehensive district improvement plan.

Action Component: A. Academic Performance

Component Manager: Sharon Bush

Priority Need	Goal (Addresses the Priority Need)
<p>According to a comprehensive district needs assessment (using KCCT, CTBS, CATS, Scholastic Reviews, Internal Analysis, External Analysis, other achievement data, and input from schools) there is a need to continue working toward proficiency in all subject areas..</p> <p>Based on a review of KCCT assessment data, achievement gaps occurred for various groups of students, including gender and free/ reduced price school lunch eligibility.</p>	<p>By 2011 Lee County School District student and staff attendance rate will be at 96%.</p> <p>By 2011 Lee County School District Accountability Index will be at 95.</p> <p>By 2011, 100% of our entering freshman, less those who leave the district due to legitimate reasons, will graduate four years later and successfully transition from high school to a planned career path.</p> <p>By 2011, graduating senior’s ACT scores will be at or above the national average.</p> <p>By 2011, Lee County Schools will have 0% of students test positive for illegal drugs.</p> <p>By 2011 Lee County School District will reduce achievement gaps by reducing novice in each identified area and/or content and increasing proficient in each identified area and/or content that each school sets as targets for eliminating any achievement gap.</p>

<p>Causes and Contributing Factors</p>	<p>Objectives with Measures of Success</p>
<p>Based on Comprehensive District Needs Assessment:</p> <ol style="list-style-type: none"> 1. Limited use of aligned curriculum document. 2. Lack of a systemic process for monitoring, evaluating, and reviewing the curriculum. 3. Lack of collaboration among staff to align curriculum both horizontally and vertically, while identifying key transition points. 4. Lack of activities that address student-centered instructional strategies, multiple intelligence, learning styles, brain research, higher-order thinking, problem-solving, interdisciplinary connections, and multiple forms of classroom assessments. 5. Limited implementation of assessment policy. 6. Limited use of assessment to drive instruction. 7. Ineffective use of staff –examples includes lack of utilization of Assistant Principals and Counselors in areas of curriculum, assessment, and instruction. 8. Limited effort to address achievement gaps of various groups 9. Limited effort to modify instruction based upon assessment results to address the needs of all students. 10. Limited effort of teacher collaboration in the design of instructional activities assessment pieces. 11. Limited opportunities for student choice in the types of instruction and assessment. 	<p>A1: By 2011 the Lee County School District will continue to develop and implement a plan to assure that an aligned curriculum based on common core standards is taught K-12 to mastery with instructional strategies and assessment opportunities that engage every student.</p> <p>A2: By 2011 the Lee County School District will develop and implement a student career program that will assure that each student will know what careers are available and know what education is required for each career. Work so that each and every student develops his or her vision.</p> <p>A3: By 2011, Lee County School District will reduce the achievement gaps in all identified areas while reducing the percentage of students performing at the novice level and increasing the percentage of students performing at the proficient level.</p>

Action Component: A. Academic Performance

Component Manager: Sharon Bush
Strategies and Impact

Implementation & Impact Checks
To be completed at review date:
Mm/dd/yyyy

Strategy/Activity	Expected Impact	Responsible Person(s)	Start Date/ End Date	Costs	Fund Source	I P N I	Outcomes/Report of Progress
<p>A1a A Professional Development Plan at the district and school level will be developed focusing on high quality professional development activities that are clearly connected to the school/district improvement plan, and/or the Professional Growth Plan (PGP) of the teacher, which will be identified through a needs assessment process.</p> <p>Statutes, Regulations & Standards Related to Professional Development will guide the planning process.</p>	<p>Professional development will show a direct connection to the school/district goals. Short term and long-term checkpoints will keep the focus both on the needs of the present and also looking at future needs in order to reach both short and long term goals. Professional Development activities/opportunities for LCHS/ATC staff will focus on integration of academic and technical education. Instructional staff will acquire knowledge and skills to develop and implement instruction to address the needs of all students, thus reducing gaps in student achievement.</p>	<p>Instructional Supervisor All Principals</p>	<p>July 2010 On-going</p>	<p>\$5,000</p>	<p>Title II SEEK IDEA-B Title I Gear Up Perkins</p>		
<p>A1.b A process and timelines will be established focusing on the configuration of curriculum alignment based on the common core standards within the district. A systemic process for monitoring and addressing</p>	<p>Curriculum, assessment, and instructional strategies will become more focused on meeting the needs of all students. Curriculum teams will meet to ensure that on-going curriculum</p>	<p>Instructional Supervisor All Principals</p>	<p>July 2010 On-going</p>	<p>\$5,000</p>	<p>Title II SEEK Title I</p>		

<p>curriculum, assessment, and instructional issues will be developed. All schools will participate in a state-wide roll-out of the common core standards and to develop curriculum on these new standards.</p>	<p>evaluation, revision, implementation, monitoring, assessment and effective use of assessment and instructional strategies take place at both the district and school levels on a regular basis.</p>						
<p>A1.c The district will , facilitate, and support on-going vertical and horizontal discussion by regularly engaging all schools/staff in the alignment of the district-wide curriculum.</p>	<p>A vertically and horizontally aligned curriculum will be developed and implemented that is rigorous, intentional, and aligned to national, state, and local standards.</p>	<p>Instructional Supervisor Title I Coordinator All Principals</p>	<p>July 2010 On-going</p>	<p>\$11,000</p>	<p>Title II Gear Up</p>		
<p>A1.d The district will assist schools in developing and implementing professional development activities that will focus on curriculum development in order to align with the new common core standards..</p>	<p>Curriculum mapping will continue allowing teachers to: (1) identify and reduce gaps, (2) identify and reduce repetitions, (3) identify areas for integration, (4) match assessment with standards, and (5) review and establish timelines.</p>	<p>Instructional Supervisor Title I Coordinator All Principals</p>	<p>July 2010 On-going</p>	<p>\$11,000</p>	<p>Title II Gear Up</p>		
<p>A1.e The district and schools will continuously review the instructional program in order to provide professional development to improve the instructional process by using effective, varied, best practices and research-based practices/programs to improve student academic performance. Response To Intervention (RTI) and Assessment for</p>	<p>Teachers will utilize instructional strategies and activities that address the learning needs of all students. Instruction will be focused and aligned to local/school curriculum and state/national standards.</p>	<p>Instructional Supervisor Title I Coordinator All Principals</p>	<p>July 2010 On-going</p>		<p>Title II SEEK Title I Gifted IDEA-B ESS 21st Century Gear Up</p>		

Learning (AFL) will be a focus for the 2009-2010 school year.							
A1.f The district will utilize effective staffing practices to provide individual and small group instructional assistance in regular, vocational, and pre-school programs.	Improved skills and experiences.	James Evans Jr. Sharon Bush Glenna Cummins Ray Shuler All Principals	July 2010 On-going	\$40,000	Title I - Part C IDEA-B Basic IDEA-B Pre-school KERA Pre-school		
A1.g Library/Media Centers will support staff and student learning through acquisition of instructional materials.	Students and teachers will access instructional materials for learning and teaching.	Sharon Bush All Principals Program Coordinators	Aug. 2010 On-going		Section VI		
A1.h The district will monitor Walkthrough observations by each building principal with a (hard copy) forwarded to the Superintendent on a weekly basis.	The focus of the walkthrough will be on instructional strategies and classroom assessment.	James Evans Jr. All Principals Sharon Bush	Aug 2009 On-going				
A1.i District staff will work intensively with Lee Co. Middle School (a Tier III school) to provide assistance and personnel (.5 reading coach and .5 math coach) to improve teaching and learning.	Test scores, both formative and summative will improve all areas, especially reading and math..	Sharon Bush Glenna Cummins Ray Shuler Gina Land James Evans, Jr. Karen Angel	July 2010 On-going	\$500	Title II Title I SEEK		
A1.j District leadership will provide school leaders the data and facilitate the use of the data to identify specific school strengths, challenges, and achievement gaps, Multiple sources of data will be utilized including: dropout rates, attendance rates, State testing results, Plan,	Multiple sources of data will be used to focus on the strengths and weaknesses of both the school and district. Data will be utilized to identify and establish annual/biennial targets, and set timelines as required by state (S.B. 168-KRS 158.649) and	James Evans, Jr. Sharon Bush, Glenn Kincaid Glenna Cummins Ray Shuler All Principals Lynda Congleton	July 2010 On-going	\$10,000	SEEK Perkins Title I		

Explore, ACT, ThinkLink, , Audits/Reviews, Perkins Performance Measures, and data on student performance.	federal (No Child Left Behind) guidelines in order to address achievement gaps.						
A1.k Various assessments such as Star Reading, Star Math, Think Link, and/or other assessments will be utilized for flexible grouping of students in reading/math at all grade levels, identifying gaps, and providing meaningful feedback on student learning and instructional purposes. Universal Screener will be in place to target low performing students.	Assessment results will determine and guide classroom instruction to meet the needs of all students.	Sharon Bush Glenna Cummins All Principals Team Leaders	August 2010 On-going			Gear Up ESS 21 st Century Title I	
A1.l Professional study groups (PLC's) will be formed to review current literature/research.	Instruction will address diversity, learning styles of all students, multiple intelligences and other student needs to engage student learning.	James Evans, Sharon Bush All Principals	July 2010 On-going	\$ 2,000		Gear Up SEEK	
A1.m Extended School Services/21 st Century Learning Grant will be utilized to extend instruction by targeting activities and instruction to meet the needs of all students.	Student performance will improve because of more individualized instruction.	Glenna Cummins	On-going				
A1.n Explore and research the use of flexible scheduling (Examples— boy/girl grouping, reading groups, multiple intelligences, learning styles, teacher/content specialist).	Appropriate instruction will improve with students actively engaged in their learning.	All Principals Sharon Bush	On-going				

<p>A.1.o Units of study will be developed that utilize authentic assessment including constructive responses that focus on Higher Order Thinking (H.O.T.S.) Skills, Depth of Knowledge (D.O.K.) and questioning.</p>	<p>Units will have writing as part of assessment of understanding of concepts. A focus on questioning for higher order thinking will improve student achievement.</p>	<p>All Principals Teachers Sharon Bush</p>	<p>On-going</p>				
<p>A1.p Strategies/Activities will be developed, presented, and modeled to address gaps focusing on NCLB and Achievement Gaps.</p>	<p>Student achievement will increase as discipline problems decrease.</p>	<p>All Principals Teachers Sharon Bush Glenna Cummins Counselors</p>	<p>On-going</p>	<p>1,000</p>	<p>Gear Up</p>		
<p>A1.g Professional development opportunities for teachers will be provided focusing on techniques and approaches that include varying the teaching media, addressing the Perkins Performance Measures, and modality in addressing the achievement gaps. (Examples: using manipulative; movement; learning centers; learning games; physical layout/environment; and problem solving activities).</p>	<p>Student achievement will increase due to improved instructional strategies that address multiple intelligences and learning styles. Instructional staff will acquire knowledge and skills to develop and implement instruction to address the needs of all students, thus reducing gaps in student achievement.</p>	<p>Building Principals Teachers Ray Shuler</p>	<p>On-going</p>	<p>1,000</p>	<p>Gear Up Perkins</p>		
<p>A1.rThe District ESS Coordinator will work closely with building principals and building ESS coordinators to ensure that socio-economically disadvantaged students and at-risk students are referred for participation in the ESS program.</p>	<p>Students in need of assistance will be targeted to receive help and achievement gaps will close.</p>	<p>Glenna Cummins</p>	<p>On-going</p>				
<p>A1.s Appropriate procedures will be in place for identification of socio-economically disadvantaged</p>	<p>A focused approach to identification of students who need assistance in order to</p>	<p>Building Principal, Counselors, Teachers Sharon Bush</p>	<p>On-going</p>				

students will occur at the school level with strategies/activities developed and implemented to meet the needs of each student.	be successful.						
A1.t The District Director of Counselors and FRYSC will ensure that contacts with families of identified students are occurring in order to reduce barriers to learning.	Services will be provided in order to reduce barriers to learning.	Glenna Cummins	On-going				
A1.u The District Special Education Coordinator will work closely with building principals and teachers to ensure that students with disabilities are progressing in the general curriculum as evidence by progress on assessment.	All students will have the opportunity to progress through the general curriculum.	Glenna Cummins, Building Principal, Counselors, Teachers	On-going				
A1.v The District Gifted and Talented Coordinator will work closely with building principals to ensure that students identified as gifted and talented are progressing in the curriculum as evidence by progress on assessment.	All students will have the opportunity to progress through the curriculum The curriculum will meet the needs of all students.	Gifted Coordinator	On-going				
A1.w The District/Schools will develop and implement a plan to provide additional service options for identified gifted and talented students (grades 4-12) in the categories of General Intellectual Aptitude, Specific Academic Aptitude, Creativity, Leadership, and the Visual/Performing Arts. (i.e. enrichment seminars,	Gifted and talented students will be offered service options better matched to their interests, needs, and abilities.	Gifted Coordinator	On-going				

workshops, special interest sessions, etc.)							
A1.x Reading supplies/materials focusing on addressing the needs of all students based on specific needs and interests will be purchased at each school. . <i>(Example: Male/Female, Socio Economic, and other areas.)</i>	Instruction will be more individualized to meet specific targeted student needs. Reading materials will focus on the interest of the student thus increasing the amount of reading that is occurring.	Librarians Building Principal	On-going				
A1y Professional development opportunities focusing on LEP training to classroom teachers, principals, administrators, and staff who work with LEP students will be provided.	Knowledge and implementation of curriculum will become focused on meeting the need of the students	Glenn Kincaid	July 2010 On-going	1,000	Title III SEEK		
A1z The district will continue to update and revise the local District Title III Plan.	The plan will become focused on the essential elements as defined under the Title III of NCLB.	Glenn Kincaid	July 2010 On-going	1,000	Title III SEEK		
A2.a The district will review, revise, and develop career guidance pathways for Kentucky's 14 Career Clusters that reflect the curriculum at Lee County High School. Identify program areas for Career Pathways	Students will be provided experiences that demonstrate career options and connections to life. Develop Career Pathways showing a 4 credit sequence for high school career major and a 4 year sequence for continuing the career major at a postsecondary institution	David Land Jimmy Evans Glenna Cummins Jamie Stickler David Jennings Ray Shuler	July 2010 On-going	1,000	Gear Up Perkins		
A2b The district will continue to involve the Family Resource and Youth Service Centers (FRYSC), teachers, parents/caregivers, and the community in developing an educational and career guidance program/plan that will assist all students in	Involvement of all stakeholders will have an impact on student achievement.	Glenna Cummins	July 2010 On-going	\$20,000	FRYSC 21 st Century		

completing a challenging program of study.							
A2c The district will ensure that each student has a career guidance plan. ILP will be developed at the middle school level and follow the students through high school and post-secondary education and/or employment.	All students will understand career majors and develop a focused career path. Students will exit school with a career portfolio for use in making a successful transition.	Glenna Cummins David Land Jamie Stickler David Jennings	July 2010 On-going	\$1,300	YSC Gear Up Title II C Perkins		
A2d The district will review and revise the current K-12 student career program/plan that assures students understand the connections between school and the workplace.	Students will develop a greater understanding of how/what they learn in school is connected to what they will need to know in the workplace.	Glenna Cummins All Principals Gear Up Counselor Counselors Ray Shuler	July 2010 On-going	\$5,000	21 st Century Gear Up Title II C Perkins		
A2e The district will initiate, facilitate, and support on-going curriculum alignment by regularly engaging staff at all schools in appropriate professional development.	A vertically and horizontally aligned curriculum will be in place to address skill standards, local, state, and National standards. LCHS and ATC will focus on alignment of CTE curriculum with core content, skills standards for assessment, and program of studies.	All principals	July 2010 On-going		Title II C Perkins		
A2f The district will work closely with High School/ATC leadership utilizing strategies for on-going compliance with Perkins Accountability Performance Measures. <ul style="list-style-type: none"> District leadership will work closely with LCHS/ATC leadership facilitating the entering of data 	Curriculum, assessment, and instructional strategies will become more focused on meeting the needs of all students. Data will be used to focus on the strengths and weaknesses of both the school and district.	Ray Shuler Jimmy Evans David Land	July 2010 On-going	\$1000	Title II C Perkins PD		

<p>correctly and the use of the data to identify specific school/individual strengths and challenges.</p> <ul style="list-style-type: none"> • District leadership will work closely with LCHS/ATC leadership to identify next steps for specific school/individual challenges and weaknesses. Strategies and activities for addressing the Perkins Performance Measures Not Meet will be developed and implemented. • Correctly identify CTE Concentrators on the student response booklet of CATS for each cluster area and grade level using transcripts, TEDS enrollment class lists, teacher grade book or other document used by the school. • Properly enroll all students who are enrolled in any CTE courses in TEDS. • Identify CTE high school graduates and completers and use the list to work with guidance office 	<p>Should have academic index on the CTE Profile if all concentrators are marked appropriately.</p> <p>Should have complete and accurate data for high school graduates and completers for successful transition.</p>						
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<p>on collecting information to enter into TEDS.</p> <ul style="list-style-type: none"> • Run reports in TEDS for non-traditional enrollment completion and verify the data. Recruit students for non-traditional programs. 	<p>Should show an increase of students enrolled in non-traditional programs and become gender neutral programs.</p>						
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Action Component: B. Learning Environment

Component Manager Glenna Cummins/Glenn Kincaid

Priority Need	Goal (Addresses the Priority Need)
<p>According to a comprehensive district needs assessment (using KCCT, CTBS, CATS Non-Cognitive, Effective Schools Survey data, Title 1, Migrant, FRYSC Surveys, Lighthouse Surveys, Title IV drug and alcohol data, an effective learning community that supports a climate conducive to performance excellence needs to exist while addressing a variety of barriers to student</p>	<p>By 2011 Lee County School District student and staff attendance rate will be at 96%.</p> <p>By 2011 Lee County School District Accountability Index will be at 95.</p> <p>By 2011, 100% of our entering freshman, less those who</p>

<p>learning including equity.</p>	<p>leave the district due to legitimate reasons, will graduate four years later and successfully transition from high school to a planned career path.</p> <p>By 2011, graduating senior's ACT scores will be at or above the national average.</p> <p>By 2011, Lee County Schools will have 0% of students test positive for illegal drugs.</p> <p>By 2011 Lee County School District will reduce achievement gaps by reducing novice in each identified area and/or content and increasing proficient in each identified area and/or content that each school sets as targets for eliminating any achievement gap.</p>
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<p>Causes and Contributing Factors</p>	<p>Objectives with Measures of Success</p>
<p>Based on Comprehensive District Needs Assessment:</p> <ol style="list-style-type: none"> 1. Limited involvement among all stakeholders in the educational process of all students. 2. Limited involvement among all stakeholders in targeting at-risk, dropout, and attendance issues. 3. Limited collaboration among various programs regarding student achievement to ensure that all students have equal access to the entire curriculum and that a variety of opportunities are provided beyond the classroom. 	<p>B1: By 2011 the Lee County School District will develop and implement a plan that assures Lee County School District will be an effective learning community that supports a culture and climate conducive to performance excellence and provides students with a sense of belonging.</p> <p>B2: By 2011 the Lee County School District will develop and implemented a plan that involves caregivers and the</p>

<ol style="list-style-type: none"> 4. Limited connection of professional development to an analysis of student work. 5. Need to continue implementation of capacity building through on-going professional development. 6. Limited connection of employee evaluation and individual growth plan with areas of the district/school instructional needs and individual needs. 7. Limited follow-up and support provided to teachers through the evaluation process in order to change behavior and instructional practices. 8. Limited use of counselors working to meet the various needs of all students by supporting student learning using multiple programs and approaches. 9. Limited instruction addressing alcohol, tobacco, and other drugs (ATOD) including counseling opportunities. 10. Need to increase identifying and invention to address ATOD. 	<p>community as active partners in the educational process.</p> <p>B3: By 2011 the Lee County School District will have identified barriers and improve intervention services to assure that no barrier exist for optimal student learning.</p> <p>B4: By 2011 the Lee County School District will develop and implement a drop-out prevention program.</p> <p>B5: By 2011, Lee County School District will reduce the achievement gaps in all identified areas while reducing the percentage of students performing at the novice level and increasing the percentage of students performing at the proficient level.</p>
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Action Component: B. Learning Environment

Component Manager: Glenna Cummins/Glenn Kincaid

Strategies and Impact

Implementation & Impact Checks
To be completed at review date:
Mm/dd/yyyy

Strategy/Activity	Expected Impact	Responsible Person(s)	Start Date/ End Date	Costs	Fund Source	I IP NI	Outcomes/Report of Progress
B1.a The district will initiate, facilitate, and support on-going discussion	A culture and climate will exist that values and supports excellence and	James Evans Jr.	July 2010 On-going				

by regularly engaging all schools and staff in developing a positive culture.	focuses on impacting student achievement.						
B1.b The Lee County Safe Schools Committee will continue to evaluate/review policies at both the district/school level that are designed to provide all students and staff with a safe and orderly environment.	Continue to provide a safe and orderly environment for all staff and students. Focus PD opportunities on current issues such as Bullying, harassment, verbal abuse, and use of tobacco product.	James Evans Jr. Glenn Kincaid Glenna Cummins	July 2010 Annually	\$10,000	Safe Schools Title IV		
B2.a The district will continue to support the Parent /Caregiver/Community Involvement Plan that involves staff, parents and adults in the community as active partners in the educational and social development of students.	Parents, families, caregivers, and community members will become involved in significant ways to support student learning. An involvement plan will focus the efforts of all to become active partners in the educational and social development of all students.	Glenna Cummins Willie Addison Charlotte Hogan Sherry Lanham	July 2010 On-going	\$4,000	FRYSC Gear-Up		
B3.a The district will establish, monitor, and evaluate policies and procedures to ensure that all students have equal access to the entire curriculum and that a variety of opportunities are provided beyond the classroom.	All students will have equal access to the entire curriculum and a variety of opportunities will be provided beyond the classroom.	Glenna Cummins	July 2010 On-going	\$80,000	ESS 21 st Century FRYSC Safe Schools IDEA-B		
B3.b The district will support and monitor a comprehensive guidance/counseling program, P-12, which involves staff and community members in addressing the diverse needs of students.	A guidance/counseling program, P-12 will address the diverse needs of students.	Glenna Cummins	July 2010 On-going	\$3,500	Safe Schools IDEA-B		
B3.c The district will identify	A focused prevention	Glenna Cummins	July 2009	\$3,000	Title IV		

and implement a comprehensive alcohol, tobacco, and other drug (ATOD) prevention curriculum in grades K-12 throughout the school year.	curriculum will address issues /concerns in K-12 about alcohol, tobacco, and other drugs. (ATOD)		On-going				
B3.d The district will continue to implement intervention and counseling programs for students and staff who are identified as having ATOD problems and/or referred for discipline related to ATOD.	A focused prevention curriculum will address issues /concerns in K-12 about alcohol, tobacco, and other drugs. (ATOD)	Glenna Cummins	July 2010 On-going	\$4,000	Title IV YSC Safe Schools Rural Low Income Unite		
B3.e The Lee County School District will engage students, parents, teachers, food services professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing district-wide nutrition and physical activities policies.	Students will be provided a nutrition and physical educational program that fosters lifelong habits of healthy eating and physical activity.	Teresa Thomas	July 2010 On-going				
B4.a The district will continue to initiate, facilitate, and support on-going discussion by regularly engaging all schools in addressing attendance issues of students and staff.	Engaging all schools in addressing attendance issues will have positive impact on attendance.	Glenn Kincaid All Principals	July 2010 On-going		Safe Schools FRYSC Gear Up		
B4.b A district wide attendance committee will continue to plan, develop, and implement the following: an incentive program to encourage and promote regular attendance by all students and staff.	Increased student attendance based on average daily attendance.	Glenn Kincaid	July 2010 On-going				
B4.c Attendance committees at each school will continue to monitor	Each school will become more focused on improving attendance.	Glenn Kincaid Building Level Principal	July 2010 On-going		Title I		

student attendance, staff intervention, and develop strategies/activities to improve attendance.							
B4.d The district will implement a comprehensive program focusing on Drop-out Prevention and At Risk Students.	Reduce the dropout rate and target at risks students for intervention strategies.	Glenn Kincaid Glenna Cummins Willie Addison All Principals	July 2010 On-going	\$95,000	ESS Safe Schools Title IV Fund I		
B4.e The district will assist in implementing strategies to increase parental/student involvement in attendance issues.	Collaboration among stakeholders will occur to increase student attendance. Family Resource and Youth Service Centers and other community agencies services will be utilized.	Glenn Kincaid Glenna Cummins All Principals	July 2010 On-going	\$2,000	FRYSC Title I Fund I		

Action Component: C.Efficiency

Component Manager : James Evans Jr.

Priority Need	Goal
<p>According to a comprehensive district needs assessment (using KCCT, CTBS, CATS, CATS Non-Cognitive, Reviews, Effective Schools Survey data, Title 1, Migrant, FRYSC Surveys, Lighthouse Surveys, Title IV drug and alcohol data, Extended School Services, and input from each school) there is a need to focus decisions on teaching and learning; organize the district</p>	<p>By 2011, Lee County School District student and staff attendance rate will be at 96%.</p> <p>By 2011, Lee County School District Accountability Index will be at 95.</p>

<p>to maximize the use of all available resources to support high student and staff performance; and develop, implement, and evaluate a comprehensive district improvement plan.</p>	<p>By 2011, 100% of our entering freshman, less those who leave the district due to legitimate reasons, will graduate four years later and successfully transition from high school to a planned career path.</p> <p>By 2011, graduating senior's ACT scores will be at or above the national average.</p> <p>By 2011, Lee County Schools will have 0% of students test positive for illegal drugs.</p> <p>By 2011 Lee County School District will reduce achievement gaps by reducing novice in each identified area and/or content and increasing proficient in each identified area and/or content that each school sets as targets for eliminating any achievement gap.</p>
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<p>Causes and Contributing Factors</p>	<p>Objectives with Measures of Success</p>
<p>Based on Comprehensive District Needs Assessment:</p> <ol style="list-style-type: none"> 1. Limited collaboration among district staff and S.B.D.M. Councils has occurred to: (1) ensure that the S.B.D.M. Council knows and accepts role for improving student achievement; (2) develop programs and activities to further cultivate better working relationships; (3) maximize school harmony between all teachers, staff, administrators, and community throughout the district while pursuing the retention of quality teachers; (4) 	<p>C1: By 2011 the Lee County School District will improve the financial condition of the district by improving the tax base and pursuing alternative means of funding.</p> <p>C2: By 2011 the Lee County School District will restructure and reorganize in order that our strategic plan continuously drives planning, financing, curriculum, assessment and instruction within and throughout our schools.</p>

<p>identify and address the needs of all instructional staff; and (5) address the district /school wide focus for improvement.</p> <p>2. Limited collaboration among district/school community and the larger community in the implementation of the Comprehensive District Improvement Plan.</p>	
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Action Component: C. Efficiency
 Component Manager: James Evans Jr.
Strategies and Impact

Implementation & Impact Checks
 To be completed at review date:
 Mm/dd/yyyy

Strategy/Activity	Expected Impact	Responsible Person(s)	Start Date/ End Date	Costs	Fund Source	I IP NI	Outcomes/Report of Progress
C1.a The Board of Education, upon notification from Kentucky Department of Education, will annually review tax assessment and tax rates in order to effectively utilize local resources while taking advantage of designated state and federal money.	Focus on wise use of local, state, and federal resources.	James Evans Jr. Zina Gibson	Oct. 2010 (30 days after notice from K.D.E.)				
C1.b The Superintendent will review, evaluate, and plan all personnel positions as required by federal, state, and local regulations and policies.	A more efficient district based on following this process.	James Evans Jr.	Jan. 2011 July 2011				
C1.c The district will review and plan all services and programs to maximize financial resources and services for student needs	Efficient management of financial resources	James Evans Jr.	Feb. 2011 On-going				
C2.a Instructional decisions will be made based on targeting and addressing the following: (1) support for teaching and learning, (2) organizational direction, (3) high performance expectations, (4) creating a learning culture, and (5) developing leadership capacity.	A focus on excellence will occur within the district that drives all decisions.	James Evans Jr. Sharon Bush Glenna Cummins Glenn Kincaid All Principals	July 2010 On-going				

<p>C2.b Professional development opportunities for administrators will focus on effective leadership skills designed to support student achievement while addressing school and district needs.</p>	<p>Instructional leadership will be more focused and effective.</p>		<p>July 2010 On-going</p>	<p>\$5,000</p>	<p>PD Title II SEEK</p>		
<p>C2.c Student enrollment data will be review annually to determine if need occurs to explore district restructuring.</p>	<p>Provide the best options for students. Explore all options to be efficient with staffing patterns.</p>	<p>James Evans Jr. Glenn Kincaid</p>	<p>Sept 2010 On-going</p>				
<p>C2.dOrientation activities will be developed, planned, reviewed, revised, and implemented on an annually basis in order to provide quality activities that will meet the need of the participant.</p>	<p>New staff will have an awareness of expectations and day-to-day procedures of the district/school.</p>	<p>Lynda Congleton John Profit Zina Gibson Glenn Kincaid Sharon Bush Glenna Cummins Ray Shuler James Evans Jr. Building Principals</p>	<p>July 2010 Aug. 2010 Updated annually</p>	<p>\$1,000</p>	<p>Title II SEEK</p>		
<p>C2e The Calendar Committee will research and/or consider revisions to the school calendar.</p>	<p>Utilize time in order to be more efficient in planning for the design and delivery of quality instruction.</p>	<p>Glenn Kincaid</p>	<p>Feb/March Annually</p>				
<p>C2.f The district will review and revise the district organizational chart, job descriptors, and job qualifications on an annual basis to improve efficiency.</p>	<p>Continue to improve efficiency and look at ways to utilize staff.</p>	<p>James Evans Jr.</p>	<p>Annually</p>				
<p>C2.g District staff will actively collaborate with School Based Decision-Making (S.B.D.M.) Councils to ensure that the S.B.D.M. is an authentic governing body.</p>	<p>A close working relationship among district and S.B.D.M. members. SBDM will accept its responsibility and role for improving student achievement at each school.</p>	<p>James Evans Jr. Glenna Cummins</p>	<p>July 2010 On-going</p>				
<p>C2h The district will initiate, facilitate, and develop a systematic planned process for active, efficient, effective</p>	<p>A focused approach to the Strategic Plan in order to reach the goals established. Timeline will</p>	<p>James Evans Jr. Glenna Cummins Glenn Kincaid John Profit</p>	<p>July 2010 On-going Annually</p>				

and ongoing implementation, monitoring, evaluating, reviewing and revising of the Strategic Plan (CDIP).	be included in this process.	Ray Shuler					
C2i The district will implement policies and procedures as describe in the Lee County Board of Education policies and procedures manuals.	A focused and efficient approach on policies and procedures	James Evans Jr. Glenn Kincaid Glenna Cummins Ray Shuler	July 2010 On-going				
C2j The district will develop Professional Learning Communities (PLC) focusing on fostering and leading a culture for improvement.	Developing PLC's will lead to a focused approach in order to reach the goals established.	James Evans Jr. Glenna Cummins Glenn Kincaid John Profitt Ray Shuler All Principals	July 2010 On-going				
C2k The district will participate in the AdvancEd - SACS district accreditation.	The process will focus on developing the capacity to improve by recognizing, acknowledging, and acting on the strengths and limitations of the district.	James Evans Jr. Sharon Bush Glenna Cummins Glenn Kincaid John Profitt Ray Shuler	July 2010 Accreditation Fall 2010				