

**Justice Elementary Comprehensive  
School Improvement Plan 2015-2016  
REVISED**

Willis H. Justice Elementary School  
Clark County Public Schools

Susan Hillman, Principal  
350 Mt. Sterling Rd  
Winchester, KY 40391

# TABLE OF CONTENTS

Overview .....	1
Goals Summary .....	2
Goal 1: 100% implementation of PGES for Certified teaching staff during the 2015-2016 year .....	3
Goal 2: Willis H Justice Elementary will continue to provide opportunites for parental involvement for the 2015-2016 year .....	3
Goal 3: Increase the averaged combined reading and math K-PREP scores for elementary and middle students from 56.8% to 74.1% in 2019 .....	5
Goal 4: Willis H. justice Elementary will score Proficient on all areas of our Program Review .....	8
Goal 5: 2015-2016 Closing the Achievement Gap Goal--To increase the average combined reading and math proficiency ratings for all students in the NON-DUPLICATED GAP GROUP from 56.8 in 2015 to 74.1 in 2019 .....	8
Goal 6: Nocive reduction-decrease the number of students scoring novice in both reading and math from 27.8 to 13.0 by 2020. ....	13
Activity Summary by Funding Source .....	15

## **Overview**

### **Plan Name**

Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED

### **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	100% implementation of PGES for Certified teaching staff during the 2015-2016 year	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$0
2	Willis H Justice Elementary will continue to provide opportunities for parental involvement for the 2015-2016 year	Objectives: 1 Strategies: 3 Activities: 7	Organizational	\$100900
3	Increase the averaged combined reading and math K-PREP scores for elementary and middle students from 56.8% to 74.1% in 2019.	Objectives: 2 Strategies: 6 Activities: 9	Organizational	\$175700
4	Willis H. justice Elementary will score Proficient on all areas of our Program Review	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$0
5	2015-2016 Closing the Achievement Gap Goal--To increase the average combined reading and math proficiency ratings for all students in the NON-DUPLICATED GAP GROUP from 56.8 in 2015 to 74.1 in 2019.	Objectives: 1 Strategies: 11 Activities: 16	Organizational	\$254300
6	Novice reduction-decrease the number of students scoring novice in both reading and math from 27.8 to 13.0 by 2020.	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$10100

## Goal 1: 100% implementation of PGES for Certified teaching staff during the 2015-2016 year

**Measurable Objective 1:**

collaborate to increase the percentage of effective teachers by 06/30/2016 as measured by teacher scores using the PGES system rubrics..

**Strategy 1:**

Extensive PGES Training - Specific extensive training on the individual components of PGES.

Category: Continuous Improvement

Research Cited: Danielson Framework

Activity - Achievement Goal	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers establish student & classroom goals to ensure student performance demonstrates growth and engagement.	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Administrators & teachers
Activity - Professional Growth Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers develop their Professional Growth Plans that reflect the subdomains of the Danielson Framework.	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Administrators & teachers
Activity - Teacher Leadership Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher Leaders will work with administration and district office staff to focus on specific domains of the Danielson Framework and utilize leadership skills to share framework & expectations to all grade levels.	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Administration and district office staff

## Goal 2: Willis H Justice Elementary will continue to provide opportunities for parental involvement for the 2015-2016 year

**Measurable Objective 1:**

collaborate to ensure parents have opportunities to be involved in their child's education and school environment by 06/30/2016 as measured by volunteer hours & sign-in sheets to events.

**Strategy 1:**

Family Events - Parents/guardians will be provided opportunities to participate in activities and events which support their child's education.

Category: Stakeholder Engagement

Research Cited: Best practice

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Activity - Preschool to Kindergarden transition meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students transitioning from Clark County Preschool with special needs will have a transition meeting to ensure needs are met and a smooth transition is attained.	Parent Involvement	05/01/2016	06/30/2016	\$1500	Title I Part A	Jill Skinner, Special Education staff, and Kindergarden teachers

Activity - Orientation Night	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Families will be invited to attend an Orientation prior to the start of the school year. During the orientation, families will visit classrooms, tour the building, be introduced to staff, and be informed about the Title I Parental Involvement Compact.	Parent Involvement	07/01/2015	06/30/2016	\$400	Title I Part A	Administration & School Staff

Activity - Born Learning Nights	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This program works with parents who have preschoolers and school entry aged children on how to work with their children to prepare them Kindergarden.	Academic Support Program	08/01/2015	06/30/2016	\$5000	Grant Funds	Eva Miller

Activity - Family Nights/Title I Nights	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Various evening activities planned where parents come into the school to participate in activities with their children.	Parent Involvement	08/01/2015	06/30/2016	\$5000	FRYSC	Eva Miller

**Strategy 2:**

FRC Support - Our Family Resource Center will provide parents with information, events, support, and continue to be a resource between home and school.

Category: Other - Student/Family Needs

Research Cited: Best practice

Activity - FRC Advisory Council	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Our FRC will develop an Advisory Council, which represents parents, teachers, & the community, to ensure a collaboration between all parties to better serve the students, school, and community.	Community Engagement	07/01/2015	06/30/2016	\$85000	Grant Funds	Family Resource Center, Parents, Administration, & Community Representatives

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Activity - Transition Programs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FRC support of transition programs/meetings for students coming from preschool and moving on to Baker Intermediate School.	Academic Support Program	07/01/2015	06/30/2016	\$2000	FRYSC	Eva Miller

**Strategy 3:**

Background Checks - Background checks are paid for and completed by our Family Resource Center to help volunteers/parents/Partners in Education visitors work with/mentor our students.

Category: Continuous Improvement

Research Cited: Best practice

Activity - Parent Volunteers/Partners in Education	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents and community volunteers donate time in our school to tutor/mentor our students.	Academic Support Program	08/01/2015	06/30/2016	\$2000	FRYSC	Eva Miller, Susan Hillman

## **Goal 3: Increase the averaged combined reading and math K-PREP scores for elementary and middle students from 56.8% to 74.1% in 2019.**

**Measurable Objective 1:**

collaborate to increase the overall reading and math for Willis H. Justice Elementary from 56.8 to 61.1 by 06/30/2016 as measured by KPREP scores.

**Strategy 1:**

RTI - Additional RTI time through the computer lab

Category: Continuous Improvement

Research Cited: Ticket to Read, Mathletics Programs

Activity - RTI Level II and III	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tier II and Tier III support will be given to students who qualify at that level	Academic Support Program	10/01/2015	06/30/2016	\$65000	Title I Part A	Midgie Davis, Karyn Rice, Judy Singleton, Cindy Farrell, Susan Hillman

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

**Strategy 2:**

Math - Justice teachers will implement the EnVisions Math Program with fidelity for the 2014-2015 year. Teachers will follow the prescribed format of each lesson and assess using EnVisions assessments.

Category: Continuous Improvement

Research Cited: EnVisions Math Program

Activity - EnVisions Math Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Fidelity following the EnVisions math program	Direct Instruction	10/01/2015	06/30/2016	\$60000	District Funding	Susan Hillman, Teaching staff

Activity - EnVisions Math Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
On going professional development for teachers on the EnVisions Math Program	Professional Learning	08/01/2015	06/30/2016	\$0	No Funding Required	Classroom teachers, Susan Hillman, Kevin Kennedy, and Don Burkhead

**Strategy 3:**

Immediate Feedback - Third and fourth grade students will participate in Live Scoring session in which they will practice short and extended response questions in the areas of reading and math throughout the year.

Category: Continuous Improvement

Research Cited: Best practice

Activity - Live Scoring Sessions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Live scoring sessions will be scheduled throughout the year for third and fourth graders to receive immediate feedback on reading and math extended and short response questions to ensure their scores of 2 or 4.	Direct Instruction	08/01/2015	06/30/2016	\$0	No Funding Required	Third grade teachers, fourth grade teachers, Susan Hillman, Kevin Kennedy

**Strategy 4:**

District Walkthroughs - District level staff and school level administration will do walkthroughs throughout the year that will focus on instruction taking place in the classrooms.

Willis H. Justice Elementary School

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**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Category: Continuous Improvement

Research Cited: Best practices

Activity - Teacher Feedback from Walkthroughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level personnel will do classroom walkthroughs to determine strengths and weaknesses of instruction taking place in classrooms.	Policy and Process	08/01/2015	06/30/2016	\$0	No Funding Required	Paul Christy, Brenda Considine, Susan Hillman

**Strategy 5:**

Curriculum Mapping - Teachers will continue to work on curriculum mapping for math and plan the new curriculum map throughout the year at the school and district level to align curriculum with content standards. Monthly vertical district planning meetings are used for planning time.

Category: Continuous Improvement

Research Cited: Best practices

Activity - Science/Social Studies ISLN	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
One Justice Elementary teacher is attending regional ISLN meetings on the new content standards. They also serve on the district level team to train other teachers in the district.	Academic Support Program	08/01/2015	06/30/2016	\$700	District Funding	Josh Adkins

**Measurable Objective 2:**

demonstrate a proficiency Justice Elementary School will employ 100% of Certified Staff by 08/01/2015 as measured by Highly Qualified staffing report.

**Strategy 1:**

Pre Screenings at district level of HQ status - Our Human Resources Department at the district level pre-screens all candidates before their names are sent through for potential interviews to ensure they meet the Highly Qualified status.

Category: Human Capital Management

Research Cited: District HR Policies

Activity - Employment of Highly Qualified staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly Qualified staff will deliver the best instruction to our students	Academic Support Program	08/12/2014	06/30/2015	\$50000	District Funding	Susan Hillman, Kevin Kennedy

Activity - Gallop Teacher Insight Survey	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Potential teachers must complete the Gallop Teacher Insight Survey as part of the application process for Clark Co. Schools.	Policy and Process	07/01/2015	06/30/2016	\$0	District Funding	Scarlett Ryan, Human Resources Director
<b>Activity - TalentEd Recruit and Hire</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Potential certified staff must apply for positions through the district website using the TalentEd Recruit and Hire process.	Policy and Process	07/01/2015	06/30/2016	\$0	District Funding	Scarlett Ryan, Human Resources Director

**Goal 4: Willis H. justice Elementary will score Proficient on all areas of our Program Review**

**Measurable Objective 1:**

demonstrate a proficiency for Arts and Humanities, Practical Living, and Writing Program Reviews by 06/30/2016 as measured by scoring proficient on Program Reviews.

**Strategy 1:**

Enrichment Fridays - Enrichment Fridays are planned around the standards for Program Reviews. Businesses and community members are brought into the school to teach Program Review content to our students along with our Related Arts teachers.

Category: Integrated Methods for Learning

Research Cited: Best practice

<b>Activity - Enrichment Fridays</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Community members are brought in to teach content within the Arts and Humanities, Practical Living, and Writing Program Review areas along with our Related Arts teachers. Topics change on a weekly basis.	Community Engagement	08/12/2015	06/30/2016	\$0	No Funding Required	Related Arts teachers
<b>Activity - Career in a Year</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Career in a Year is a program in which students learn a different aspect of selecting a career and the steps that will take them to meet their goal.	Career Preparation/Orientation	08/12/2015	06/30/2016	\$0	No Funding Required	Mickey Little and Related Arts teachers.

**Goal 5: 2015-2016 Closing the Achievement Gap Goal--To increase the average combined reading and math proficiency ratings for all students in the NON-DUPLICATED GAP GROUP from 56.8 in 2015 to 74.1 in 2019.**

**Measurable Objective 1:**

collaborate to increase the average combined reading and math proficiency ratings in the non-duplicated gap group from 56.8 to 61.1 by 06/30/2016 as measured by 2016 K-PREP data.

**Strategy 1:**

Reading and Math Interventionists - Interventionists work with targeted students three times weekly in identified areas of reading and/or math for reteaching purposes.

Category: Continuous Improvement

Research Cited: Fountas and Pinnell Leveled Literacy, EnVisions RTI program

Activity - Reading and Math Interventionists	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reteaching of content not mastered	Academic Support Program	07/01/2015	06/30/2016	\$65000	Title I Part A	Midgie Davis, Karen Rice, Judy Singleton, Cindy Farrell

**Strategy 2:**

Professional Development - Both district and school offered professional development. Continuation of EnVisions Math PD, and first year of district Journey's reading training. At the school level, professional development on The Leader in Me program.

Category: Professional Learning & Support

Research Cited: Stephen Covey's 7 Habits of Highly Effective People, EnVisions, HMH Journey's

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development offerings	Professional Learning	07/01/2015	06/30/2016	\$35000	Title I Part A	District level staff, Susan Hillman

**Strategy 3:**

Curriculum - District wide grade level PLC's once a month.

Category: Professional Learning & Support

Research Cited: Richard DuFour

Activity - District Level PLC's	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Teachers of all grade levels meet together once a month for PLC's	Professional Learning	08/01/2015	06/30/2016	\$0	No Funding Required	Brenda Considine, Susan Hillman
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**Strategy 4:**

Increasing Reading/Math Time - Reworking our master schedule to include a 90 minute math block and 2.5 hour reading block each day, in addition to a 50 minute RTI block three times weekly.

Category: Learning Systems

Research Cited: Best practices

Activity - Realignment of master schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To provide a 90 minute math and 2.5 hour reading block each day. In addition, a 50 minute RTI block three days per week.	Direct Instruction	08/01/2015	06/30/2016	\$0	No Funding Required	Susan Hillman, Kevin Kennedy

Activity - ESS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring through ESS for third and fourth graders	Academic Support Program	01/01/2016	04/30/2016	\$2000	Grant Funds	Mickey Little, Susan Hillman

**Strategy 5:**

Monitoring of student achievement - District level progress monitoring, district walk-throughs, and student assistance team (school level)

Category: Continuous Improvement

Research Cited: DuFour

Activity - Progress monitoring, walk-throughs, SAT	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level progress monitoring, district walk-throughs, and Student Assistance Team (school level)	Academic Support Program	08/01/2015	06/30/2016	\$0	No Funding Required	Paul Christy, Brenda Considine, Susan Hillman, Kevin Kennedy

**Strategy 6:**

Positive Behavior Intervention Support - Implementation of The Leader in Me program. The 7 habits will be built into the curriculum and culture of the school to boost student success.

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Category: Management Systems

Research Cited: Stephen Covey (7 Habits of Highly Effective People)

Activity - The Leader in Me	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Leader in Me program teaches children the 7 Habits of Highly Effective People to incorporate into the curriculum, behavior, and lifestyle. Parents are also educated on the 7 Habits to provide common language and goals from home to school.	Behavioral Support Program, Parent Involvement, Academic Support Program	07/01/2015	06/30/2016	\$35000	Title I Part A	Susan Hillman, Kevin Kennedy

**Strategy 7:**

Title I - Hiring additional staff members to lower class sizes for 4th grade.

Category: Human Capital Management

Research Cited: Best practice

Activity - Additional 4th grade Teacher	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Additional 4th grade teacher to lower class sizes to 24:1 (as opposed to 30:1)	Class Size Reduction	09/01/2015	06/30/2016	\$30000	Title I Part A	Susan Hillman

Activity - 100 Day Reading/Math Interventionists	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Four one hundred day teachers who provide RTI Tiers II and III support in the areas of reading and math.	Academic Support Program, Direct Instruction	09/01/2015	06/30/2016	\$75000	Title I Part A	Susan Hillman

Activity - AmeriCorp Member	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
One AmeriCorp Member who will work with RTI Interventionists to provide reading and math Tier II and III services.	Academic Support Program, Direct Instruction	09/01/2015	06/30/2016	\$5500	Title I Part A	Susan Hillman

Activity - Parent Involvement Nights	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Parent Involvement Nights where parents are invited into the school for programs, conference nights, and family activities.	Parent Involvement	07/01/2015	06/30/2016	\$1000	Title I Part A	Susan Hillman, Kevin Kennedy
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Activity - Stakeholder Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Various activities planned throughout the year that promote the school to the community, involve stakeholders in the direction and planning of the school. Activities include SBDM Meetings, Partners In Education activities-tutoring, 5K Run, Leadership Day, etc.	Parent Involvement, Community Engagement, Policy and Process	07/01/2015	06/30/2016	\$1000	Title I Part A	Susan Hillman, Kevin Kennedy

**Strategy 8:**

Attendance Support - Each month, our district requires principals to set attendance goals for their school. If the goal is met, the district places 200.00 in our school account to be used for our students.

Category: Other - Attendance Support

Research Cited: BEst Practice

Activity - Attendance Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Our district has us set school attendance goals each month. If we meet our goal, the district places 200.00 in our school account to use on students.	Academic Support Program, Other - Attendance	08/01/2015	06/30/2016	\$1800	District Funding	Paul Christy, Greg Hollon

**Strategy 9:**

Teacher Effectiveness - All certified staff members participate in the TPGES.

Category: Teacher PGES

Research Cited: Danielson's Framework for Teaching

Activity - TPGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher PGES Evaluation System	Professional Learning	08/01/2015	06/30/2016	\$0	No Funding Required	Susan Hillman, Kevin Kennedy

**Strategy 10:**

Brigance Assessment - All incoming Kindergarten students are administered the Brigance Assessment to determine readiness for school.

Category: Early Learning

Research Cited: Best Practice

Activity - K Readiness Screenings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All incoming Kindergarteners are administered the Brigance Assessment to determine readiness for school and need for RTI Services.	Behavioral Support Program, Academic Support Program, Direct Instruction	08/01/2015	06/30/2016	\$0	No Funding Required	Susan Hillman, Kevin Kennedy, Kindergarten Teachers

**Strategy 11:**

Family Resource Center - One night each month, K and 1st grade parents are invited to Born Learning Nights where parents learn ways to assist their child with K and 1st grade readiness skills to implement within the home.

Category: Early Learning

Research Cited: Best Practice

Activity - Born Learning Nights	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Once monthly meetings for parents of K and 1st grade students for parents to learn about grade appropriate skills to work on at home.	Parent Involvement, Academic Support Program	09/01/2015	06/30/2016	\$3000	FRYSC	Eva Miller, Susan Hillman

**Goal 6: Nocive reduction-decrease the number of students scoring novice in both reading and math from 27.8 to 13.0 by 2020.**

**Measurable Objective 1:**

collaborate to decrease the number of students scoring novice in reading and math from 28.8 to 25.02 by 06/30/2016 as measured by K-PPREP assessment.

**Strategy 1:**

Novice reduction - Targeted novice students will receive small group specific targeted instruction

Category: Continuous Improvement

Research Cited: Fix this

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Activity - Targeted Novice instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Specific, targeted skills based instruction	Academic Support Program	01/01/2016	06/30/2016	\$10100	District Funding	Susan Hillman, Novice Reduction Specialists

Activity - Target identified novice students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identification of specific students targeted as novice learners	Academic Support Program	12/01/2015	06/30/2016	\$0	No Funding Required	Susan Hillman, Novice Reduction Specialists, Classroom Teachers

Activity - Progress monitoring of identified novice students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Novice Reduction Specialists will progress monitor bi-weekly to maintain progress of targeted novice students	Academic Support Program	01/01/2016	06/30/2016	\$0	No Funding Required	Novice Reduction Specialists, Susan Hillman, Classroom Teachers

Activity - Differentiation of instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instruction for novice learners will be differentiated by Novice Reduction Specialists	Academic Support Program	01/01/2016	06/30/2016	\$0	No Funding Required	Novice Reduction Specialists, Classroom Teachers



## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### FRYSC

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Volunteers/Partners in Education	Parents and community volunteers donate time in our school to tutor/mentor our students.	Academic Support Program	08/01/2015	06/30/2016	\$2000	Eva Miller, Susan Hillman
Transition Programs	FRC support of transition programs/meetings for students coming from preschool and moving on to Baker Intermediate School.	Academic Support Program	07/01/2015	06/30/2016	\$2000	Eva Miller
Family Nights/Title I Nights	Various evening activities planned where parents come into the school to participate in activities with their children.	Parent Involvement	08/01/2015	06/30/2016	\$5000	Eva Miller
Born Learning Nights	Once monthly meetings for parents of K and 1st grade students for parents to learn about grade appropriate skills to work on at home.	Parent Involvement, Academic Support Program	09/01/2015	06/30/2016	\$3000	Eva Miller, Susan Hillman
<b>Total</b>					\$12000	

### Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
100 Day Reading/Math Interventionists	Four one hundred day teachers who provide RTI Tiers II and III support in the areas of reading and math.	Academic Support Program, Direct Instruction	09/01/2015	06/30/2016	\$75000	Susan Hillman
AmeriCorp Member	One AmeriCorp Member who will work with RTI Interventionists to provide reading and math Tier II and III services.	Academic Support Program, Direct Instruction	09/01/2015	06/30/2016	\$5500	Susan Hillman
RTI Level II and III	Tier II and Tier III support will be given to students who qualify at that level	Academic Support Program	10/01/2015	06/30/2016	\$65000	Midgie Davis, Karyn Rice, Judy Singleton, Cindy Farrell, Susan Hillman

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Additional 4th grade Teacher	Additional 4th grade teacher to lower class sizes to 24:1 (as opposed to 30:1)	Class Size Reduction	09/01/2015	06/30/2016	\$30000	Susan Hillman
Reading and Math Interventionists	Reteaching of content not mastered	Academic Support Program	07/01/2015	06/30/2016	\$65000	Midgie Davis, Karen Rice, Judy Singleton, Cindy Farrell
Preschool to Kindergarten transition meetings	Students transitioning from Clark County Preschool with special needs will have a transition meeting to ensure needs are met and a smooth transition is attained.	Parent Involvement	05/01/2016	06/30/2016	\$1500	Jill Skinner, Special Education staff, and Kindergarten teachers
Orientation Night	Families will be invited to attend an Orientation prior to the start of the school year. During the orientation, families will visit classrooms, tour the building, be introduced to staff, and be informed about the Title I Parental Involvement Compact.	Parent Involvement	07/01/2015	06/30/2016	\$400	Administration & School Staff
Parent Involvement Nights	Parent Involvement Nights where parents are invited into the school for programs, conference nights, and family activities.	Parent Involvement	07/01/2015	06/30/2016	\$1000	Susan Hillman, Kevin Kennedy
Stakeholder Engagement	Various activities planned throughout the year that promote the school to the community, involve stakeholders in the direction and planning of the school. Activities include SBDM Meetings, Partners In Education activities-tutoring, 5K Run, Leadership Day, etc.	Parent Involvement, Community Engagement, Policy and Process	07/01/2015	06/30/2016	\$1000	Susan Hillman, Kevin Kennedy
The Leader in Me	The Leader in Me program teaches children the 7 Habits of Highly Effective People to incorporate into the curriculum, behavior, and lifestyle. Parents are also educated on the 7 Habits to provide common language and goals from home to school.	Behavioral Support Program, Parent Involvement, Academic Support Program	07/01/2015	06/30/2016	\$35000	Susan Hillman, Kevin Kennedy
Professional Development	Professional Development offerings	Professional Learning	07/01/2015	06/30/2016	\$35000	District level staff, Susan Hillman
<b>Total</b>					<b>\$314400</b>	

**Grant Funds**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ESS	After school tutoring through ESS for third and fourth graders	Academic Support Program	01/01/2016	04/30/2016	\$2000	Mickey Little, Susan Hillman

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

FRC Advisory Council	Our FRC will develop an Advisory Council, which represents parents, teachers, & the community, to ensure a collaboration between all parties to better serve the students, school, and community.	Community Engagement	07/01/2015	06/30/2016	\$85000	Family Resource Center, Parents, Administration, & Community Representatives
Born Learning Nights	This program works with parents who have preschoolers and school entry aged children on how to work with their children to prepare them Kindergarten.	Academic Support Program	08/01/2015	06/30/2016	\$5000	Eva Miller
<b>Total</b>					<b>\$92000</b>	

**No Funding Required**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Progress monitoring of identified novice students	Novice Reduction Specialists will progress monitor bi-weekly to maintain progress of targeted novice students	Academic Support Program	01/01/2016	06/30/2016	\$0	Novice Reduction Specialists, Susan Hillman, Classroom Teachers
Progress monitoring, walk-throughs, SAT	District level progress monitoring, district walk-throughs, and Student Assistance Team (school level)	Academic Support Program	08/01/2015	06/30/2016	\$0	Paul Christy, Brenda Considine, Susan Hillman, Kevin Kennedy
Live Scoring Sessions	Live scoring sessions will be scheduled throughout the year for third and fourth graders to receive immediate feedback on reading and math extended and short response questions to ensure their scores of 2 or 4.	Direct Instruction	08/01/2015	06/30/2016	\$0	Third grade teachers, fourth grade teachers, Susan Hillman, Kevin Kennedy
K Readiness Screenings	All incoming Kindergarteners are administered the Brigance Assessment to determine readiness for school and need for RTI Services.	Behavioral Support Program, Academic Support Program, Direct Instruction	08/01/2015	06/30/2016	\$0	Susan Hillman, Kevin Kennedy, Kindergarten Teachers

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Enrichment Fridays	Community members are brought in to teach content within the Arts and Humanities, Practical Living, and Writing Program Review areas along with our Related Arts teachers. Topics change on a weekly basis.	Community Engagement	08/12/2015	06/30/2016	\$0	Related Arts teachers
EnVisions Math Professional Development	On going professional development for teachers on the EnVisions Math Program	Professional Learning	08/01/2015	06/30/2016	\$0	Classroom teachers, Susan Hillman, Kevin Kennedy, and Don Burkhead
Career in a Year	Career in a Year is a program in which students learn a different aspect of selecting a career and the steps that will take them to meet their goal.	Career Preparation/Orientation	08/12/2015	06/30/2016	\$0	Mickey Little and Related Arts teachers.
Professional Growth Plans	Teachers develop their Professional Growth Plans that reflect the subdomains of the Danielson Framework.	Professional Learning	07/01/2015	06/30/2016	\$0	Administrators & teachers
Target identified novice students	Identification of specific students targeted as novice learners	Academic Support Program	12/01/2015	06/30/2016	\$0	Susan Hillman, Novice Reduction Specialists, Classroom Teachers
Teacher Leadership Training	Teacher Leaders will work with administration and district office staff to focus on specific domains of the Danielson Framework and utilize leadership skills to share framework & expectations to all grade levels.	Professional Learning	07/01/2015	06/30/2016	\$0	Administration and district office staff
District Level PLC's	Teachers of all grade levels meet together once a month for PLC's	Professional Learning	08/01/2015	06/30/2016	\$0	Brenda Considine, Susan Hillman
Differentiation of instruction	Instruction for novice learners will be differentiated by Novice Reduction Specialists	Academic Support Program	01/01/2016	06/30/2016	\$0	Novice Reduction Specialists, Classroom Teachers
TPGES	Teacher PGES Evaluation System	Professional Learning	08/01/2015	06/30/2016	\$0	Susan Hillman, Kevin Kennedy
Teacher Feedback from Walkthroughs	District level personnel will do classroom walkthroughs to determine strengths and weaknesses of instruction taking place in classrooms.	Policy and Process	08/01/2015	06/30/2016	\$0	Paul Christy, Brenda Considine, Susan Hillman

**Justice Elementary Comprehensive School Improvement Plan 2015-2016 REVISED**

Willis H. Justice Elementary School

Achievement Goal	Teachers establish student & classroom goals to ensure student performance demonstrates growth and engagement.	Policy and Process	07/01/2015	06/30/2016	\$0	Administrators & teachers
Realignment of master schedule	To provide a 90 minute math and 2.5 hour reading block each day. In addition, a 50 minute RTI block three days per week.	Direct Instruction	08/01/2015	06/30/2016	\$0	Susan Hillman, Kevin Kennedy
<b>Total</b>					<b>\$0</b>	

**District Funding**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Employment of Highly Qualified staff	Highly Qualified staff will deliver the best instruction to our students	Academic Support Program	08/12/2014	06/30/2015	\$50000	Susan Hillman, Kevin Kennedy
Science/Social Studies ISLN	One Justice Elementary teacher is attending regional ISLN meetings on the new content standards. They also serve on the district level team to train other teachers in the district.	Academic Support Program	08/01/2015	06/30/2016	\$700	Josh Adkins
Attendance Support	Our district has us set school attendance goals each month. If we meet our goal, the district places 200.00 in our school account to use on students.	Academic Support Program, Other - Attendance	08/01/2015	06/30/2016	\$1800	Paul Christy, Greg Hollon
EnVisions Math Program	Fidelity following the EnVisions math program	Direct Instruction	10/01/2015	06/30/2016	\$60000	Susan Hillman, Teaching staff
TalentEd Recruit and Hire	Potential certified staff must apply for positions through the district website using the TalentEd Recruit and Hire process.	Policy and Process	07/01/2015	06/30/2016	\$0	Scarlett Ryan, Human Resources Director
Gallop Teacher Insight Survey	Potential teachers must complete the Gallop Teacher Insight Survey as part of the application process for Clark Co. Schools.	Policy and Process	07/01/2015	06/30/2016	\$0	Scarlett Ryan, Human Resources Director
Targeted Novice instruction	Specific, targeted skills based instruction	Academic Support Program	01/01/2016	06/30/2016	\$10100	Susan Hillman, Novice Reduction Specialists
<b>Total</b>					<b>\$122600</b>	