

Kanawha County Strategic Plan

DATE PUB: 09/09/2015

SECTION I - MISSION STATEMENT - What are the core beliefs that guide improvement? What does the district want to accomplish for students?

CORE BELIEFS:

1. All students can achieve. 2. Quality teaching is the key to student success with consistent student and teacher engagement in the school and in classroom activities. 3. Effective leadership skills are essential for creating and maintaining effective schools for current and future learners. 4. Schools, parents, and communities must be partners in learning. 5. Schools must be safe and caring places. 6. All teachers must be teachers of 21st century literacy skills, including technology skills. 7. Students and teachers must be prepared for life-long learning and a global society.

MISSION STATEMENT:

Kanawha County Schools will provide a world class education that ensures all students are college and career ready for the 21st Century.

SECTION II - GOALS - What are the district's improvement goals? What evidence will be used to judge success in accomplishing these goals?

GOALS:

Goal1. The Kanawha County School District will provide sustained learning opportunities and resources to 100% of our school personnel to enable them to provide a Safe and Engaging Learning Environment daily, throughout the 2015-2016 school year, as follows: 1.1 Decrease incidents of aggressive behavior and bullying by 2% each year through 2020, as measured by ZOOMWV-e, and Bright Bytes System. 1.2 Be prepared respond to crisis situations by providing professional development to 100% of KCS employees through Safe Schools Online and ALICE by December 21, 2015, as measured by completion records and credit issued for all online sessions and documentation of mock crisis drills in all schools. 1.3. Improve student attendance and truancy by 3% annually through collaboration with various programs and by providing personal and cognitive engagement strategies that motivate students and increase a sense of belonging, as measured by increased IPI and Gallup Personal Engagement data.

Goal2. 2. The Kanawha County School District will provide support, training, resources, and program opportunities to all schools in order to ensure that ALL students are College AND Career Ready upon graduation from high school, as follows: 2.1. Improve the graduation rate annually with the ultimate goal of 90% for all students by May 2020, as measured by ZOOMWV. 2.2. Improve the percentage of college and career ready students by 2% annually, as measured by Compass Benchmarks, ACT, and SAT. 2.3. Provide higher expectations for all students by enhancing CTE programs and increasing the percentage of students enrolled in enhanced CTE programs by 2% annually; increasing the percentage of students enrolled in Advanced Placement classes by 1% annually, and increasing the percentage of students earning college credit through AP by 2% annually, as measured through ZOOMWV Course Schedules, College Board Data for AP Exams, and Identified CTE program completers earning industry recognized credentials. 2.4. Continue emphasis on early childhood education through access to Pre K for all four-year-olds and through a comprehensive Literacy Program for all students in grades K-3, with 90% proficiency for all third grade students by 2020, as measured by the SMARTER BALANCE and comparison to the fourth grade NAEP exam.

EVIDENCE (EV):

EV1. ZoomWV, Early Warning System, Gallup Student Poll, Gallup Q12 data, IPI data, Safe Schools and ALICE completion records, Professional development reports

EV2. ZOOMWV & ZOOMWV Course Schedules, ACT, SAT, Compass Benchmarks, College Board Data on AP Exams, CTE Completers, Attainment of Industry Recognized Credentials, NAEP, Early Learning Report System

Goal3. The Kanawha County School District will increase effective communication with all stakeholders by March 2016, as measured by results of the Hanover Survey, and implemented as follows: 3.1 Kanawha County Schools will provide messages and announcements about all important activities, initiatives, programs, closings, calendar changes, other changes, academic achievement, positive news, etc. to 100% of stakeholders who are willing to receive the messages through the KCS APP, KCS Web Page, Parent Link Calls, ENGRADE (Parents and Students), monthly newsletter, and Press Releases (to be measured by the number of communications shared and then reviewed at the 2016 Management Retreat. 3.2 Kanawha County Schools will provide positive community service messages via various media sources to all stakeholders and the general public each school year.

EV3. Hanover Research Survey, Hits on web site and/or APP downloads, newspaper contacts & accurate news stories

Goal4. The Kanawha County School District will attract and retain teachers who are 1. highly effective in the delivery of instruction and 2. highly qualified, with the goal of 100% of Kanawha County Schools students being taught 100% of the time by teachers who are both effective and highly qualified, for 180 days per year, as measured by the percentage of HQT and outcome of the educator evaluation by July 1, 2018.

EV4. EV 4.1 Increase of HQT identified by the HQT Report EV 4.2 Board Personnel Agendas indicate appropriate certification EV 4.3 Decrease in the number of HQT Plans required for federal monitoring EV 4.4 Increase in number of teachers identified as accomplished and distinguished on the annual educator evaluation EV 4.5 Decrease in the number of Focused Support and Corrective Action Plans required.

NOTE: Red background for goal indicates no action items recorded for that goal.

SECTION IIIA - ACTION PLAN - What core actions or processes will be implemented to accomplish the goals?

ACTION PLAN:

Goal 1: The Kanawha County School District will provide sustained learning opportunities and resources to 100% of our school personnel to enable them to provide a Safe and Engaging Learning Environment daily, throughout the 2015-2016 school year, as follows: 1.1 Decrease incidents of aggressive behavior and bullying by 2% each year through 2020, as measured by ZOOMVV-e, and Bright Bytes System. 1.2 Be prepared respond to crisis situations by providing professional development to 100% of KCS employees through Safe Schools Online and ALICE by December 21, 2015, as measured by completion records and credit issued for all online sessions and documentation of mock crisis drills in all schools. 1.3. Improve student attendance and truancy by 3% annually through collaboration with various programs and by providing personal and cognitive engagement strategies that motivate students and increase a sense of belonging, as measured by increased IPI and Gallup Personal Engagement data.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1. All employees will complete the Online Training - or an alternate delivery method - in the following content areas: Bullying Recognition and Response, Sexual Harassment Prevention, Appreciating Diversity, Safety Practices, and KCS policies relating to mandatory reporting, Homeless students, Child Neglect, and Code of Conduct .	Dec. 21, 2015	E. Gayton Employee Supervisors	Professional Staff Development And Service Staff Development Funds	1. Monthly e-mail reminders August 2015-December 2015 2. Compliance report two weeks prior to completion date 3. Compliance report January 2016 with BOE Report April 2016
2 All employees will complete ALICE training to be prepared in the event of an active shooter or violent disturbance.	October 31, 2015	School Principals, Keith Vititoe	RTC Budget	1. Principals submit completion report to assistant superintendents of elementary, middle, or high schools.

3. All teachers/professional staff will complete the Gallup Q12 Teacher Engagement Survey.	September -October 2015	E. Gayton, Elementary, Middle, and High Principals	General Budget	Gallup will provide ongoing data identifying who has and has not completed the Q12. Follow up reminders will be sent to principals and teachers. Time will be provided on Oct. 12 to complete the Q12.
4. All students in grades 5-12 will be provided with the opportunity to complete the Gallup Student Engagement Poll.	October 2015	School Principals, Teachers, E. Gayton	No additional cost	Gallup will provide the number of completions by school and e-mail will keep principals abreast of participation by grade level throughout the process.
5. All Middle Schools will implement the next phase of the IPI cognitive engagement process, the technology component.	July 2015-May 2016	MS Principals, L. Maynus	Title II	IPI walkthrough Process
6. PLC Facilitators will trained in blended learning and will share the information in school-based PLCS to increase school-wide student engagement.	September 2015-May 2018	E. Gayton L. Maynus J. Roberts M. Milam M. Ruddle	Title II, Step VII	PLC attendance will be monitored through the professional development attendance system; PLC work with be monitored through responses posted to a Schoology Course developed by KCS for II schools.
7. All middle school principals and MS CAPS will participate in training on the IPI Technology component	July 2015	L. Maynus, E. Gayton	Title II	IPI Walkthrough Process will be used as a data collection source to determine success and implementation.
9. A Digital Citizenship Curriculum will be developed, scheduled, and implemented in designated student classes.	January 2016-August 2016	M. Ruddle; L. Sparks, Principals	General Budget	Lesson Plans, Student Schedules

Goal 2: 2. The Kanawha County School District will provide support, training, resources, and program opportunities to all schools in order to ensure that ALL students are College AND Career Ready upon graduation from high school, as follows: 2.1. Improve the graduation rate annually with the ultimate goal of 90% for all students by May 2020, as measured by ZOOMWV. 2.2. Improve the percentage of college and career ready students by 2% annually, as measured by Compass Benchmarks, ACT, and SAT. 2.3. Provide higher expectations for all students by enhancing CTE programs and increasing the percentage of students enrolled in enhanced CTE programs by 2% annually; increasing the percentage of students enrolled in Advanced Placement classes by 1% annually, and increasing the percentage of students earning college credit through AP by 2% annually, as measured through ZOOMWV Course Schedules, College Board Data for AP Exams, and Identified CTE program completers earning industry recognized credentials. 2.4. Continue emphasis on early childhood education through access to Pre K for all four-year-olds and through a comprehensive Literacy Program for all students in grades K-3, with 90% proficiency for all third grade students by 2020, as measured by the SMARTER BALANCE and comparison to the fourth grade NAEP exam.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1. Learning 20/20 initiative will be expanded to elementary schools with a 4:1 ratio of i-Pads to students.	August - December 2015	Sparks, Miragliotta, Stout, Shively	No additional funds	School Deployment Records
2. Kanawha County Schools will provide a variety of ongoing opportunities in technology training for teachers to improve instruction that include: 1. Summer Opportunities for Learning 20/20, 2. Vanguard Cohorts 1 & 2, 3. Teacher Technology Conference, 4. Graduate Classes, 5. Ongoing Workshops, and 6. Embedded PD offered through Apple PD Specialists & The new Vanguard Teams.	July 2015-June 2016	Asst. Superintendents, Principals, Tech & PD Office	State Technology Funds, E-Rate Funds, Step VII, Title II	PD attendance records and evaluations through ERO; Monthly summaries by Apple PD Staff and Tech Department.
3. PLC Facilitators and Principals will participate in two PLC facilitator training sessions which will: 1. Review the purpose of PLCS and SMART Goals, clarifying the WHY; 2. Provide specific direction to PLC facilitators who then share with school based PLCS; 3. Provide facilitators with learning opportunities on blended learning through use of Schoology as a LMS through which PLC Facilitators will then share with school-based PLC members to improve student engagement and learning.	September 2015 - November 2015	Gayton, Roberts, Maynus, Milam, Ruddle, Sparks	Step VII and Title II	Attendance and evaluation records in ERO; SMART Goals on PLC Facilitator site at Rubicon Atlas.
4. Kanawha County Schools will attend WVDE informational meetings on Reimagining Time and will further explore this possibility for district and/or schools for 2016-2017.	Aug. 2015-January 2016	Duerring, Ruddle, Gayton, Maynus, Milam, Roberts	No additional funds at this time.	Meeting attendance documented and discussion throughout 2015-2016 school year
5. Google Classroom Walk Throughs by the principals will continue to verify various levels of the SAMR Model in place in classrooms and overall student engagement and learning.	August 2015-May 2016	Assistant Superintendents	No additional funds required	Asst. Superintendents for HS, MS, and Elementary will receive automatic, walk Through Data.
6. Kanawha County Schools will implement and support ELA Training & Implementation of the Journeys program K-12 & Early Literacy Initiative will be implemented, as follows: Year 1 - Purchase 3000 licenses for Mind Play and Additional i-Pads for Kindergarten through third grade to improve 1:1 use;	Aug. 2015-May 2018	Ruddle, Calhoun, Lewis, Arthur, Haney, Edwards	Leaders of Literacy Grant	Leaders of Literacy Budget Line Items

Year 2 - Expand Mind Play; Year 3 and Beyond - Continue to expand Mind Play to increase reading proficiency.				
7. Kanawha County Schools will participate in Graduation 20/20 and the MS LINKS program.	July 2014 - June 2016	M. Ruddle; L. Maynus; M. Milam, P. K. Porter	General Budget	Training records are available to identify those participating in both programs
8. All Schools will conduct a minimum of one monthly PLC meetings to improve teacher learning and student learning, based on the structure presented to PLC facilitators, but with the flexibility to meet individual school goals.	August 2015-May 2016	Principals, Roberts, Calhoun, Maynus, & Milam	Title II (materials)	Professional Development attendance records
9. Kanawha County Schools will improve Student Attendance through collaboration with social services and various partnerships, such as the West Side One Stop Initiative.	July 2015-June 2020	Ruddle, Porter, Ivy	West Side Project Funds, General Budget	Minutes form Meetings
10. Kanawha County Schools will partner with Expeditionary Learning, as follows: 1. MCSWSE & Grandview will be accepted into the EL Network and will work toward becoming Certified EL Schools. 2. Teacher Potential Project (Identified beginning, middle school teachers will participate.)	July 1 2015 - June 2020	Maynus, Roberts, Gayton, Ferrara, Brooks	Benedum Grant, Title I, EL Grant for New Teachers	Attendance at EL training, coaching sessions, and evidence of implementation during walk-through process
11. Kanawha County Schools will participate in the Truancy Diversion Project and submit a grant for a Truancy Diversion Specialist	August 2015-December 2015	Frances Pack, P. Padon, Eddy Ivy	Title II (materials for training), Professional Staff Dev, & General Budget Matching Funds	Grant Submission and Outcome
12. Kanawha County Schools will provide continued training on Next Generation Standards in ELA, Math, Soc Studies, and Science (Science to be piloted in identified classrooms)	July 1, 2015-June 30, 2016	Ruddle, Curriculum Specialists	Step VII, Title II, Title I	Observstions and walkthrough process
13. Kanawha County Schools will continue to provide additional opportunities to improve and support instruction, as follows: *Training in Interim Benchmark Assessments for Smarter Balance *Office 365 *Schoolology *Educational Impact Courses *Journeys ELA training *Content Training for all core content areas *Covey implementation to improve culture and climate *Expeditionary Learning in identified schools and with identified beginning MS teachers.	July 29-31, 2015 Ongoing through June 30, 2015; August 6, 2015 – June 30, 2016	M. Ruddle L. Sparks E. Gayton R. Rhodes BT Coaches	Technology Funds (Learning 20/20) Prof. Dev. Funds	Project Completion and Attendance Records in ERO

14. Kanawha County Schools will continue to implement the updated 2014-2015 WV-SIPP Plan for Beginning Teachers and other identified teachers, such as those identified through the evaluation process and those changing positions (i.e. PE teacher going to classroom, change in content areas), gaps in employment, and identified experienced teachers needing support by providing assigned Academic Coaches, participation in an instructional orientation, and other relevant professional development.	July 1, 2015-June 30, 2016	Gayton, Ruddle, Content Specialists	Title II, limited state reimbursement for mentors	Monthly Academic Coach Logs, PD attendance records, and Ed Impact course completion
15. Kanawha County Schools will provide instructional professional development to all Year 1 and 2 Beginning Teachers and Experienced Teachers (>3 years) identified as needing instructional support (see #15). Educational Impact Courses will be provided in Classroom Management, Developing Students Assessments, Utilizing Effective Strategies, and Developing Positive School Culture.	July 1, 2015-June 2016	Gayton, Ruddle, Academic Coaches, & Specialists	Title II	Academic Coach Contact Logs, EI electronic records of participation and completion, PD records in ERO
16. Kanawha County Schools will develop Strong Instructional Leaders to serve as Potential Principals through the KCS Leadership Academy as follows: Monthly sessions to focus on WV standards for High Quality Schools and Leaders, "Nuts and Bolts" daily principal job expectations, Action Research Project Completion, participation in Leadership Academy Assessment Program, Year 2 Shadowing Opportunity, and possible participation in an administrative internship.	July 1, 2015-June 30, 2016	Gayton, Asst. Superintendents, LA Staff	Title II	Attendance at LA sessions, completion of LA projects, ERO attendance records
17. Kanawha County Schools will continue to Develop Current Principals/Assistant Principals as strong instructional Leaders through monthly professional development sessions in both technology, management, safety, and instruction.	July 1, 2015-June 30, 2016	Williams, Milam, Maynus, Roberts	Step VII, title II	Meeting Agendas, ERO Attendance Records
18. Kanawha County Schools will assign a mentor principal to each new principal and assistant principal, and new principals/assistant principals will attend monthly KCS beginning principals sessions and the PLA at WVCPD.	July 1, 2015-June 30, 2016	Gayton, Milam, Maynus, Roberts	State Funds, School Travel Funds	PLA attendance records form WVCPD
19. Kanawha County Schools will continue to provide support to Priority Schools through two, full-time School Transformation Specialist, and will follow up on RESA support in Focus Schools.	September 2015-June 2016	Ruddle, Padon, RESA	Title I, RESA	Record of meeting attendance; Regular Walk-throughs by Support Team members; Benchmark Assessments to monitor Student

				Growth
21. Kanawha County Schools will provide Achieve 3000 Reading Training to all teachers new to elementary teaching positions.	August 4 or 18, 2015 - Sept. 2015	Ruddle, Arthur, Lewis, Haney	Gen Budget	Attendance Records, Ue of Achieve 3000 in all elementary classrooms
22. Capital, Riverside, Sissonville and Nitro High Schools will become High School That Works sites through the Southern Regional Education Board implementing the Math and English Language Models to help improve classroom instruction	July 1, 2015-June 30, 2017	M. Milam, M. Ruddle	CTE Funds	the Progression of Steps that lead to the identified schools becoming High Schools that Work.
23. Carver and Ben Franklin will continue to implement Tech Centers That Work Site criteria though SREB as a Tech Center Improvement process.	July 1, 2015-June 30, 2016	M. Milam	CTE Funds	Progression of the Implementation steps that lead to the designation of Tech Centers that Work.
24. Kanawha County will design a Local Solution Dropout Education Innovative Zone project for Entrepreneurship for High School Seniors to get a half day work experience during their Senior year.	July 1, 2015-June 30, 2017	M. Milam	CTE Funds, Possible Grant Funds	Implementation of the Program; Increase in Graduation Rate

Goal 3: The Kanawha County School District will increase effective communication with all stakeholders by March 2016, as measured by results of the Hanover Survey, and implemented as follows: 3.1 Kanawha County Schools will provide messages and announcements about all important activities, initiatives, programs, closings, calendar changes, other changes, academic achievement, positive news, etc. to 100% of stakeholders who are willing to receive the messages through the KCS APP, KCS Web Page, Parent Link Calls, ENGRADE (Parents and Students), monthly newsletter, and Press Releases (to be measured by the number of communications shared and then reviewed at the 2016 Management Retreat. 3.2 Kanawha County Schools will provide positive community service messages via various media sources to all stakeholders and the general public each school year.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1. Assign a topic each month to a member of Management Team who provides an approved, press release on the endeavor to the Press, web site, etc.	September 2015-June 2016	Superintendent, M-Team	No Additional Costs	KCS Site will serve as documentation
2. Daily Reading data communicated through a district video with schools creating their own videos to spread the research on improving reading, and academics. (Happy Video)	October 2015-June 2016	Ruddle, Lewis, Specialists	No Additional Funds	Video is posted on web site
3. Kanawha County Schools wil maintain the KCS web page, App, and Parent Link in an effort to make continuous improvement in the area of communication.	July 1, 2015-June 30, 2016	Michael D. Taylor	General Budget	Consistent Updates on the KCS Web Page and APP

Goal 4: The Kanawha County School District will attract and retain teachers who are 1. highly effective in the delivery of instruction and 2. highly qualified, with the goal of 100% of Kanawha County Schools students being taught 100% of the time by teachers who are both effective and highly qualified, for 180 days per year, as measured by the percentage of HQT and outcome of the educator evaluation by July 1, 2018.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
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4.1 Kanawha County Schools will continue to reevaluate the pay structure for all professional and service personnel, while remaining fiscally responsible.	July 2015-June 2020	Superintendent, BOE Members	General Budget	Comparison in salary to other WV counties and similar school districts across the US.
4.2 Kanawha County Schools will advertise nationally for highly qualified, effective teachers through educational publications.	July 1, 2015-June 30, 2016	HR	General Budget	Identify the number of accomplished and distinguished teachers identified through national recruitment after one year.
4.3 If funds are available, Kanawha County Schools will provide tuition reimbursement to teachers hired on permit or out-of-field authorization, who agree to remain in the position for three years and pass the Praxis, in the following critical needs areas, MS/HS Mathematics, MS/HS Science, MS/HS ELA, K-12 Special Education (all exceptionalities), Pre K Special Education, English as a Second Language, Foreign Languages, Title I Reading, and other areas of critical need as identified.	July 1, 2015-June 30, 2016	Gayton, Padon, Pauley	Budgeted federal funds; special funds sometimes distributed by the WVDE	Record of time the recipient of reimbursement remains employed in the position and district
4.4 Action Steps 3.14 and 3.15 support this goal, as well.	July 1, 2015-June 30, 2016	Gayton, Milam, Maynus, Roberts	Title II	Teachers remaining in positions, Successful Teacher Evaluations, Program Completion

SECTION IIIB - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

PROFESSIONAL DEVELOPMENT:

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Identify strengths and weaknesses as determined by the educator evaluations system and explain how these findings guide your professional development.

1. Any teacher identified as a teacher needing direct support for improving professional practice will be enrolled in the SIPP program, at the request of an Assistant Superintendent or Principal. Recommendations to SIPP may be made by the appropriate content curriculum specialist if approved by the Assistant Superintendent. Teachers may be identified for SIPP as a result of the following: a.) All Beginning Teachers certified after 1992 who have not successfully completed a Beginning Teacher Induction Program in WV. b.) Teachers who have switched positions (for example, PE to classroom, elementary to MS/HS math, etc.). c.) Teachers on permit or out-of-field authorization. d.) Teachers with gaps in employment as a professional educator or employment inconsistent with their new assignment. e.) Teachers with less than five consecutive years of successful out-of-state classroom experience. f.) Teachers identified through the educator evaluation system and/or observations. g.) Any teacher placed on a focused support plan. Teachers identified as needing Support for Improving Professional Practice who are not Year 1 or Year 2 teachers are: 1. assigned an academic coach for support and assistance to improve instruction, classroom culture and management, strategies for collaboration; and 2. assigned to attend other relevant professional development, for which the teacher enrolled in SIPP will be compensated (prorated). 3. Content based professional development will be delivered by the expert content

curriculum specialists or identified online learning platforms to support teachers in order to move from Emerging to Accomplished or Accomplished to Distinguished. 4. Learning 20/20 and implementation of the SAMR scale will provide opportunities for increased student engagement and collaboration to further the ranks of accomplished and distinguished teachers. 5. Beginning teachers will be provided with Academic Coaches and Professional Development to provide the teachers with opportunities to be successful as emerging, accomplished, or distinguished beginning teachers. 6. Aspiring Administrators will be provided with professional development on the WV Leadership Standards and Standards for High Quality Schools, therefore preparing future instructional leaders to serve as principals. 7. Each school has designated PLC leaders who meet with colleagues in monthly school-based PLCs to improve professional practice through goal setting based on a variety of sources of student data. PLC leaders are provided with district wide training annually. 8. Teachers in residence will be provided with an academic coach but may not be able to participate in other PD if it interferes with their student teacher duties. 9. Remaining Transition to Teach participants will participate fully in the Beginning Teacher Induction Program and will attend all Professional Development that is included in the beginning teacher program and will be assigned an academic coach for two consecutive years.

Beginning Teachers (Years 0-2)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Year 1 Beginning Teachers will be provided with a two day KCS Instructional orientation that focuses on classroom procedures, instruction, and classroom management, as well professional development delivered through a blended learning process. Embedded professional development will be provided by an academic coach bi-weekly and the content curriculum specialists.	July 1, 2014-June 30, 2020	Year 1 Teachers	On-line Study Face to Face Blended Study	Title II
Both Year 1 and Year 2 Beginning Teachers will be provided with instructional support through an academic coach who will visit them weekly to model lessons, & assist with planning & instructional design.	July 1, 2015-June 30, 2016	Year 1 and Year 2 Beginning Teachers	On-line Study Face to Face Blended Study	Title II
Year 1 and Year 2 teachers will be included in all professional development identified for experienced teachers as well as the program for new teachers and academic coach assignment.		All Teachers	On-line Study Face to Face Blended Study	A variety of sources identified below.
Year 1 Beginning Teachers will complete online professional development through the state approved, Educational Impact platform on: Semester 1: Classroom Management/PBS; Semester 2: Instructional Strategies. Year 2 Beginning Teachers will complete online courses through Educational Impact on: Student Assessments	August 3, 2015-May 1, 2016	Year 1 and 2 Beginning Teachers, Those experienced	On-line Study Blended Study	Title II

Experienced Teachers (3+ Years)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. Experienced teachers (3 + yrs) may be/*will be identified for support through SIPP/coaching based on: 1. Transfer from				

one position or level to a new, very different position or level; 2. A consistent gap(s) in employment as a teacher; 3. Instructional observations indicate need for support; 4. *being placed on a focus support plan or corrective action plan; 5. Other issues that indicate a need for support to improve professional practice in instruction, management, or class climate.	July 1, 2014-June 30, 2020	Experienced Teachers	On-line Study Face to Face Blended Study	Title II Funds
2. All Experienced Teachers (3+ years) will be included in SIPP through ongoing professional development at the district and school level, and will include 100% of teacher participation in PLCs.	August 5, 2015-June 30, 2016	Teachers	Face to Face Blended Study	Title II, Step VII, Title I, School Funds
3. All PLC Facilitators will participate in two PLC Facilitator Trainings that will focus on Blended Learning through live sessions in September and November, and through a Schoology Course.	September 2015-May 2016	PLC Facilitators	Face to Face Blended Study	Title II, Step VII
4. Experienced teachers will actively participate in ongoing professional learning in core content delivery.	August 2015-May 2016	K-12 Teachers	Face to Face Blended Study	Staff Development Funds; Title II Funds; Step VII
5. Ongoing, embedded professional development will take place in all schools on infusing technology through the Learning 20/20 i-Pad initiative and SAMR model with two full time Apple Professional Development facilitators based full time in KCS and four technology facilitators employed by KCS. Time will be scheduled in each school for modeling use of technology, providing assistance as teachers deliver the lessons, and additional coaching.	July 2014-June 2016	Teachers	On-line Study Face to Face Blended Study	Technology Funds, Apple Contract Agreement
6. Training on the IPI technology component will be provided to middle school teams.	July 2015	Middle School Teacher Teams	Face to Face	Title II
7. A variety of technology professional learning sessions will be made available to all teachers with some offering optional graduate credit.	July 1, 2014-June 2016	All Teachers	On-line Study Face to Face Blended Study	Title II (Facility), Tech funds
8. Teachers who display need for assistance in instructional delivery, classroom management, and (WV) professional teaching standards will be included in the SIPP process and assigned an academic coach to mentor, model strategies, assist with planning, model appropriate climate strategies, etc.	July 2014-June 2020	Experienced Teachers Identified for Support	Face to Face Blended Study	Title II
9. All teachers, experienced and new, will complete the 6 hour, annual online Safe Schools Staff Development on bullying, safe schools, relating to parents, safety practices	July 1, 2015-December 31, 2015	All professional and Service	On-line Study	Professional and Service Staff Development

schools, relating to parents, safety practices, sexual harassment, etc.	July 1, 2015	Employees		Development Funds
10. Professional Development on delivery of the Next Generation Standards will be provided through a variety of opportunities.	July 1, 2014-June 30, 2020	Teachers	On-line Study Face to Face Blended Study	Step VII, State Funds, Staff Development Funds, Step VII Funds
11. All teachers will be provided with online professional development on working with ESL students.	July 1, 2015-December 2015	Teachers	On-line Study	Staff Development Funds
12. All elementary teachers, Title I and interventionists, and MS/HS ELA and reading teachers will be provided training in research-based instructional practices to support the Reading/ELA text and materials adoption.	August 2015	K-12 Teachers of Reading/ELA	Face to Face Blended Study	Step VII, General Budget
13. Identified Professional Development Offerings (such as the two week Carnegie Math Academy, Technology Conference, SIPP I and II programs for BTs, etc.) MAY provide optional graduate credit if approved by the college/university at a reduced cost of \$375.	July 1, 2015-June 30, 2016	Teachers	On-line Study Face to Face Blended Study	Title II, Professional PD Funds

Student Teachers

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Student Teachers may be hired as Teachers in Residence through an agreement with an approved college or university and will be assigned an academic coach/mentor.	July 1, 2015-June 30, 2016	Student Teachers	On-line Study Face to Face Blended Study	General Budget; Title II (Academic Coach Only)

Other Staff (administrators, counselors, paraprofessionals, academic coaches, etc)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. Teachers aspiring to be administrators will apply for the KCS Leadership Academy, which will focus on the WV Leadership Standards and Standards for High Quality Schools, in preparation to become quality instructional leaders..	July 1, 2015-June 30, 2017	Teachers who aspire to be administrators	Face to Face Blended Study	Title II
2. Principals and Assistant Principals will attend leadership series sessions every other month and curriculum meetings on on the off-months.	July 1, 2015-June 30, 2016	Principals & Assistant Principals	On-line Study Face to Face Blended Study	Step VII, Title II
3. Kindergarten and Pre-K aides will be provided with	July 1		Blended Study	General Budget, Title II

3. Kindergarten and Title IX aides will be provided with opportunities to complete classes leading to paraprofessional certification.	July 1, 2014-June 30, 2016	Classroom Aides	On-line Study Face to Face	Title II, Limited Service SD funds
4. New counselors at the elementary, middle, and high schools will be provided with a mentor.		Counselors	Face to Face	Student Support
5. Beginning Teacher Academic Coaches will attend the following training to improve effectiveness as academic coaches: Leadership and Life Potential; WVCPD Mentor Training; Academic Coaching (SREB Model), Technology Training	July 1, 2014-June 30, 2016	Retired tchrs serving as part-time acad coaches	Face to Face Blended Study	Title II

Meeting Highly Qualified Teachers Compliance

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. KCS will continue to support the remaining two Transition to Teaching candidates for high school mathematics, physics/chemistry, or special ed. The Transition to Teaching participants will be part of the Beginning Teacher program and will be assigned an academic coach for support.	July 1 2014-June 30, 2016	Transition to Teaching Teachers	Face to Face Blended Study On-line Study	Title II
2. Provide HQ plans for each teacher who is on permit or out-of-filed certification and provide tuition reimbursement for successful completion of courses leading to certification and HQT status.	July 1, 2015-June 30, 2016	Teachers earning certification in critical need ar	On-line Study Face to Face Blended Study	Title II, State Funds
3. Provide Tuition Reimbursement (if funds are available) to teachers hired on permit or out-of-field authorization in the following critical needs areas, and who agree to remain as teachers in Kanawha County for three years: 1. Secondary Mathematics 2. Secondary Science 3. ELA/Reading, 4. ESL, 4. All Exceptionalities in Special Education	July 1, 2015-June 30, 2016	Certified Teachers	On-line Study Face to Face Blended Study	Titles I, II, and state funds

Professional Development

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. A summer 2015 professional development conference will be held to address numerous leadership and instructional topics identified in this document.	July 30-31, 2015	Principals and Teachers	Face to Face Blended Study	Step VII, Professional Development Funds
2. Continuous professional development sessions and ongoing workshops will be held throughout the 2015-2016 school year to assist in implementation of action steps in this document.	July 1, 2015-June 30, 2016	Principals and Teachers	Face to Face Blended Study On-line Study	Variety of Funds such as Title II, Step VII, Technology Funds, General Budget

