

Directions for the Plan for District Improvement Template:

All Low Performing Districts must submit a plan for district school improvement to NCDPI for review.

The following document is an optional template to record a district's Plan for Improvement.

Once completed, this document or the district's choice of a Plan for Improvement document must be uploaded to <http://www.rep.dpi.state.nc.us/app/dstplan>.

---

Please note: The following MS Excel Workbook includes cells that contain formulas in order to allow information to populate on corresponding sheets. Thus, these formula cells are locked as well as the title cells. However, for the cells in which information (goals, strategies, action steps, etc.) will be entered, the rows are able to be stretched if the current row height of the cell is not sufficient.

To save the Excel file as a PDF, select File, Save As, and select PDF under Save as Type.

To save the entire Workbook as a PDF, use the Options button to select Publish What > Entire Workbook.

# Kannapolis City Schools

## Plan for District Improvement

October 20, 2015



<b>District Name:</b>		<b>LEA Code:</b>	<b>Year:</b>
Kannapolis City Schools		132	2015-16
<b>Superintendent Name (or Designee)</b>	Dr. Chip Buckwell, Interim Supt.	<b>Superintendent (or Designee) Email</b>	<a href="#">Dr. Chip Buckwell</a>
<b>District Mission</b>	To Teach! To Learn! To Graduate! To Inspire!		
<b>District Vision</b>	Kannapolis City Schools will inspire our students to graduate and become successful citizens		
<p>Data Analysis: Give a brief description of the data sources your team analyzed and the root causes uncovered during the analysis. What was learned from the data review? How did these data inform decisions for school improvement initiatives? (to include TWC, EOG/EOC)</p> <p><b><i>This plan was developed based on the needs identified in the Continuous Improvement Plans developed by the schools for implementation at the start of the 2015-2016 school year Please see link to the Continuous Improvement Plans for all KCS schools below). These plans were based on the Kannapolis City Schools' Strategic Plan, State School Board Goals, and the data generated at the school level, which include: TRC, Letterland, EOG, EOC, Graduation Rate, Workkeys, CTE completors, Discovery Education, ACT, SAT, N-NAT (Aptitude Assessments), and survey results. These plans were developed collaboratively with school staff and parent representatives. We initiated the plans in the spring to be ready for implementation in the fall of each year. As a result the plans are better aligned with the identified needs of the students, the staff, and the school in general. Because the plans were due to start the school year, the principals felt there was a better sense of buy-in at the school level, and they could start the school year on point. We will use the plans as Continuous Improvement Plans so they are living documents and will be adjusted periodically during the school year to address the deficits highlighted by formative data sources. Analysis revealed that performance deficits are results of lack of resourecs, lack of curriculum alignment.</i></b></p>			
<p><b><a href="#">Link to KCS Continuous Improvement Plans</a></b></p>			

District Name:	LEA Code:	Year:
Kannapolis City Schools	132	2015-16
District Goal #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>Globally Competitive Students</i></b>	
	SBE Goal Alignment:	1. Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship. 2. Every student has a personalized education.
	LEA Goal Alignment:	KCS Strategic Plan Goal(s) 1. By 2020 student performance will be at or above the state average for all
	Indistar Indicator: (if applicable)	Leadership and Decision Making Curriculum Assessment and Curriculum Planning
<b>Progress:</b>	Progress Monitoring Status:	1. Increased student performance on summative assessments by 5% annually and exceed growth expectations. 2. Curriculum documents posted to KCS
District Goal #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>To Improve 21st Century Professionals and Systems to meet the needs of Students and Staff</i></b>	
	SBE Goal Alignment:	1. Every student, every day has excellent educators. 2. Every school district has up-to- date financial, business, and technology
	LEA Goal Alignment:	KCS Strategic Plan Goal(s): 1. KCS will align Professional Development to increase the “instructional”
	Indistar Indicator: (if applicable)	Leadership and Decision Making Professional Development
<b>Progress:</b>	Progress Monitoring Status:	Increase student achievement by 5% annually and exceed expected growth.
District Goal #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	<b><i>KCS will enhance student engagement and, consequently, student achievement, by offering diverse and customized student learning opportunities.</i></b>	
	SBE Goal Alignment:	Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.
	LEA Goal Alignment:	Kannapolis City Schools Strategic Plan: 1. Use technology to access and demonstrate new knowledge and skills that will
	Indistar Indicator: (if applicable)	Leadership and Decision Making School Community
<b>Progress:</b>	Progress Monitoring Status:	Reduce academic dip of students that transition between grade spans by 20%. Align course offerings at ALB based on results of course survey.

<b>District Name:</b>		<b>LEA Code:</b>		<b>Year:</b>	
Kannapolis City Schools		132		2015-16	
<b>District Goal #1:</b>	<b>Create globally competitive students.</b>				
<b>Strategy #1: Describe the strategy</b>	<b>Increase Instructional Time</b>				
<b>Action Step #1</b>	Examine and revise master schedules to maximize time for instruction and interventions.				
<b>Plan</b>	Bring principals and curriculum coordinators together to review schedules and share ideas about how to organize the regular day to include a block for interventions within the school.				
<b>Evidence of Success</b>	Immediately implement all possible schedule changes that are reasonable. During the summer of 2016 create, share, and review master schedule changes that increase instructional time.				
<b>Person(s) Responsible:</b>	<i>Asst. Supt., principals, and curriculum coordinators</i>				
<b>Timeline:</b>	<i>School year 2015-16</i>				
<b>Budget Amount: (if applicable)</b>	-0-	<b>Budget Source: (if applicable)</b>			
<b>Action Step #2</b>	Offer summer camp for students in grades 1-3 to support and maintain academic progress.				
<b>Plan</b>	Summer school committee formed to create summer school schedule and teacher application process. Summer school resources and schedule maximized to focus on core content instruction				
<b>Evidence of Success</b>	From spring to fall, the dip in student achievement is reduced by 50% as measured by TRC				
<b>Person(s) Responsible:</b>	<i>Cabinet, Director of Title I, Summer School Committee, and Summer School Lead Teacher</i>				
<b>Timeline:</b>	Fall of 2015 through August 2016				
<b>Budget Amount: (if applicable)</b>	TBD per state allotment	<b>Budget Source: (if applicable)</b>		State of North Carolina	
<b>Strategy #2: Describe the strategy</b>	<b>Guarantee a rigorous and aligned curriculum for all students in KCS</b>				
<b>Action Step #1</b>	Write and implement district curriculum using UbD philosophy and templates				
<b>Plan</b>	Conduct summer curriculum writing and revision week. Support curriculum writing throughout the school year.				
<b>Evidence of Success</b>	Increased student performance on summative assessments by 5% annually and exceed growth expectations. Curriculum documents posted to KCS Curriculum & Instruction webpage				
<b>Person(s) Responsible:</b>	<i>Cabinet, Principals, Curriculum Coordinators, K-12 Curriculum &amp; PD position, Professional Development Steering Committee</i>				
<b>Timeline:</b>	<i>K-4 Science and Social Studies, 5th grade ELA and Math, 6th-8th grade core content area, and 9th grade course curriculum written 2015-16. K-4 ELA &amp; math, 5th grade Science and Social Studies, 6th-50,000 per year over</i>				
<b>Budget Amount: (if applicable)</b>	3 years	<b>Budget Source: (if applicable)</b>		Local	
<b>Action Step #2</b>	Train principals, curriculum coordinators and academic coaches to support and evaluate the implementation of UbD curriculum and instructional resources.				
<b>Plan</b>	Schedule monthly meetings for Principals, Curriculum Coordinators, and academic coaches to discuss UbD implementation, evaluate findings, and share resources to support continuity across the district. Provide school Data from KCS Teacher walkthrough and evaluation instruments; KCS teacher surveys and Teacher Working				
<b>Evidence of Success</b>	Conditions Survey indicate increased level of support and usefulness of observation process (Spring 2016) over				
<b>Person(s) Responsible:</b>	<i>Cabinet, Professional Development Steering Committee, K-12 Curriculum &amp; PD position, Principals, and Curriculum Coordinators</i>				
<b>Timeline:</b>	2015-2016 school year				
<b>Budget Amount: (if applicable)</b>	\$80,000.00	<b>Budget Source: (if applicable)</b>		Local	

<b>District Name:</b>		<b>LEA Code:</b>	<b>Year:</b>
Kannapolis City Schools		132	2015-16
<b>District Goal #2:</b>	<b>To Improve 21st Century Professionals and Systems to meet the needs of Students and Staff</b>		
<b>Strategy #1: Describe the strategy</b>	Provide high-quality, timely and relevant Professional Development to all teachers.		
<b>Action Step #1</b>	Create a multi-year systematic Professional Development plan for Kannapolis City Schools.		
<b>Plan</b>	Offer professional development on differentiated levels aligned with the stages of Understanding by Design. Schedule PD on early release days. Get input from teachers and principals to assign teachers to appropriate PD		
<b>Evidence of Success</b>	Transfer of learning from Professional Development as evidenced by teacher evaluations and surveys. Increase student achievement by 5% annually and exceed expected growth.		
<b>Person(s) Responsible:</b>	Cabinet, Professional Development Steering Committee, K-12 Curriculum & PD position		
<b>Timeline:</b>	2015-2016 school year		
<b>Budget Amount: (if applicable)</b>	50,000 per year	<b>Budget Source: (if applicable)</b>	Local and Title II
<b>Action Step #2</b>	Include additional Early Release Days to provide Professional Development for teachers.		
<b>Plan</b>	Create and share Early Release Day proposal with KCS School Board for approval; Communicate to students, staff, and parents the calendar changes with Early Release Day additions.		
<b>Evidence of Success</b>	Transfer of learning from Professional Development as evidenced by teacher evaluations and surveys. Increase student achievement by 5% annually and exceed expected growth.		
<b>Person(s) Responsible:</b>	Dr. Cain, Ellen Boyd, Cabinet, Professional Development Steering Committee		
<b>Timeline:</b>	Fall 2015		
<b>Budget Amount: (if applicable)</b>	-0-	<b>Budget Source: (if applicable)</b>	NA
<b>Action Step #3</b>	Create District Classroom Observation Walk-through tools specific to school grade spans and needs.		
<b>Plan</b>	The KCS Professional Development Steering Committee, Principals, and Curriculum Coordinators will create a walk-through tool that supports the Ubd framework and curriculum.		
<b>Evidence of Success</b>	Utilize data from walk-through tool to provide timely and actionable feedback to teachers. KCS teacher surveys and Teacher Working Conditions Survey indicate increased level of support and usefulness of observation process		
<b>Person(s) Responsible:</b>	PDSC committee, Principals, and Curriculum Coordinators		
<b>Timeline:</b>	Fall 2015		
<b>Budget Amount: (if applicable)</b>	-0-	<b>Budget Source: (if applicable)</b>	NA
<b>Action Step #4</b>	Create a student survey focused on domains proven to reflect teacher effectiveness.		
<b>Plan</b>	Support the analysis of survey results at the school level to provide school and teacher feedback.		
<b>Evidence of Success</b>	KCS teacher surveys and Teacher Working Conditions Survey indicate increased level of support and usefulness of observation process (Spring 2016) over previous year's survey data. Increase student achievement by 5% annually		
<b>Person(s) Responsible:</b>	Kim Soryz, Kelly Burgess, School principals, Instructional Coaches		
<b>Timeline:</b>	2015-16 School year		
<b>Budget Amount: (if applicable)</b>	4,000 per year	<b>Budget Source: (if applicable)</b>	Local





<b>District Name:</b>	<b>LEA Code:</b>	<b>Year:</b>	
Kannapolis City Schools	132	2015-16	
<b>District Goal #3:</b>	<b>KCS will enhance student engagement and, consequently, student achievement.</b>		
<b>Strategy #1: Describe the strategy</b>	Offer diverse and customized student learning opportunities.		
<b>Action Step #1</b>	Support and expand existing innovative programs such as STEM programs, iKann online learning program, and academic academies such as the AP academy, Fine Arts and STEM		
<b>Plan</b>	Review course request surveys to determine iKann course offerings to provide opportunities KCS can't provide in a regular setting. Convene a team of staff to review the needs of establishing academies for course groupings at the		
<b>Evidence of Success</b>	iKann course completion and assessment results; KCS currently has one "academy" at A. L. Brown High School: Increase the number of academies in year one to 3 and to 6 in year two. Work to put in place the existence of a		
<b>Person(s) Responsible:</b>	Cabinet, Principals, Curriculum Coordinators, Secondary & CTE director, School based Administration		
<b>Timeline:</b>	iKann immediate impact; Academies increased to 3 from 1 in current year and to 6 in year 2. STEM Look to increase the STEM offerings in elementary schools to 3 in year 1 and to 5 by 2017.		
<b>Budget Amount: (if applicable)</b>	250,000	<b>Budget Source: (if applicable)</b>	Local
<b>Action Step #2</b>	Examine realignment of schools to determine best configuration for KCS students.		
<b>Plan</b>	Convene District and School level team to review the possibilities of changing school grade configuration to align with transition supports and assure children are transitioning successfully.		
<b>Evidence of Success</b>	Reduction of academic dip that results from transitioning between schools by 20%.		
<b>Person(s) Responsible:</b>	KCS Cabinet and School Level administration with input from staff and community.		
<b>Timeline:</b>	Plan proposed by January 2016		
<b>Budget Amount: (if applicable)</b>	1,000,000	<b>Budget Source: (if applicable)</b>	Multiple sources, and reallocation of funds



