

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

District Name:		LEA Code:	Year:
Kannapolis City Schools		132	2015-16
Superintendent Name (or Designee)	Dr. Chip Buckwell, Interim Supt.	Superintendent (or Designee) Email	Dr. Chip Buckwell
District Mission	To Teach! To Learn! To Graduate! To Inspire!		
District Vision	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><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></p>			
<p>Link to KCS Continuous Improvement Plans</p>			

District Name:		LEA Code:	Year:
Kannapolis City Schools		132	2015-16
District Goal #1: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	Globally Competitive Students		
	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	
Progress:	Progress Monitoring Status:	1. Increased student performance on summative assessments by 5% annually and exceed growth expectations. 2. Curriculum documents posted to KCS Curriculum & Instruction webpage	
District Goal #2: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	To Improve 21st Century Professionals and Systems to meet the needs of Students and Staff		
	SBE Goal Alignment:	1. Every student, every day has excellent educators. 2. Every school district has up-to- date financial, business, and technology systems to serve its students, parents and educators.	
	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	
Progress:	Progress Monitoring Status:	Increase student achievement by 5% annually and exceed expected growth.	
District Goal #3: (SMART - Specific, Measurable, Attainable, Realistic, Time-Bound)	KCS will enhance student engagement and, consequently, student achievement, by offering diverse and customized student learning opportunities.		
	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:	1. Use technology to access and demonstrate new knowledge and skills that will be needed for life-long learners to be competitive in a constantly changing international environment. 2. KCS will diversify course offerings to align with a variety of interests and opportunities for college and career readiness.	
	Indistar Indicator: (if applicable)	Leadership and Decision Making School Community	
Progress:	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.	

District Name:		LEA Code:		Year:	
Kannapolis City Schools		132		2015-16	
District Goal #1:	Create globally competitive students.				
Strategy #1: Describe the strategy that	Increase Instructional Time				
Action Step #1	Examine and revise master schedules to maximize time for instruction and interventions.				
Plan	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.				
Evidence of Success	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.				
Person(s) Responsible:	<i>Asst. Supt., principals, and curriculum coordinators</i>				
Timeline:	<i>School year 2015-16</i>				
Budget Amount: (if applicable)	-0-	Budget Source: (if applicable)			
Action Step #2	Offer summer camp for students in grades 1-3 to support and maintain academic progress.				
Plan	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				
Evidence of Success	From spring to fall, the dip in student achievement is reduced by 50% as measured by TRC				
Person(s) Responsible:	<i>Cabinet, Director of Title I, Summer School Committee, and Summer School Lead Teacher</i>				
Timeline:	Fall of 2015 through August 2016				
Budget Amount: (if applicable)	TBD per state allotment	Budget Source: (if applicable)		State of North Carolina	
Strategy #2: Describe the strategy that	Guarantee a rigorous and aligned curriculum for all students in KCS				
Action Step #1	Write and implement district curriculum using UbD philosophy and templates				
Plan	Conduct summer curriculum writing and revision week. Support curriculum writing throughout the school year.				
Evidence of Success	Increased student performance on summative assessments by 5% annually and exceed growth expectations. Curriculum documents posted to KCS Curriculum & Instruction webpage				
Person(s) Responsible:	<i>Cabinet, Principals, Curriculum Coordinators, K-12 Curriculum & PD position, Professional Development Steering Committee</i>				
Timeline:	<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 & math, 5th grade Science and Social Studies, 6th-8th H&PE and Fine Arts, and 10th grade course curriculum written 2016-17. All UbD curriculum revised annually</i>				
Budget Amount: (if applicable)	50,000 per year over 3 years	Budget Source: (if applicable)		Local	
Action Step #2	Train principals, curriculum coordinators and academic coaches to support and evaluate the implementation of UbD curriculum and instructional resources.				
Plan	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				
Evidence of Success	Data from KCS Teacher walkthrough and evaluation instruments; 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.				
Person(s) Responsible:	<i>Cabinet, Professional Development Steering Committee, K-12 Curriculum & PD position, Principals, and Curriculum Coordinators</i>				

Timeline:	2015-2016 school year		
Budget Amount: (if applicable)	\$80,000.00	Budget Source: (if applicable)	Local

District Name:		LEA Code:		Year:	
Kannapolis City Schools		132		2015-16	
District Goal #2:	To Improve 21st Century Professionals and Systems to meet the needs of Students and Staff				
Strategy #1: Describe the strategy that	Provide high-quality, timely and relevant Professional Development to all teachers.				
Action Step #1	Create a multi-year systematic Professional Development plan for Kannapolis City Schools.				
Plan	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 sessions.				
Evidence of Success	Transfer of learning from Professional Development as evidenced by teacher evaluations and surveys. Increase student achievement by 5% annually and exceed expected growth.				
Person(s) Responsible:	Cabinet, Professional Development Steering Committee, K-12 Curriculum & PD position				
Timeline:	2015-2016 school year				
Budget Amount: (if applicable)	50,000 per year	Budget Source: (if applicable)	Local and Title II		
Action Step #2	Include additional Early Release Days to provide Professional Development for teachers.				
Plan	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.				
Evidence of Success	Transfer of learning from Professional Development as evidenced by teacher evaluations and surveys. Increase student achievement by 5% annually and exceed expected growth.				
Person(s) Responsible:	Dr. Cain, Ellen Boyd, Cabinet, Professional Development Steering Committee				
Timeline:	Fall 2015				
Budget Amount: (if applicable)	-0-	Budget Source: (if applicable)	NA		
Action Step #3	Create District Classroom Observation Walk-through tools specific to school grade spans and needs.				
Plan	The KCS Professional Development Steering Committee, Principals, and Curriculum Coordinators will create a walk-through tool that supports the Ubd framework and curriculum.				
Evidence of Success	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 (Spring 2016) over previous year's survey data.				
Person(s) Responsible:	PDSC committee, Principals, and Curriculum Coordinators				
Timeline:	Fall 2015				
Budget Amount: (if applicable)	-0-	Budget Source: (if applicable)	NA		
Action Step #4	Create a student survey focused on domains proven to reflect teacher effectiveness.				
Plan	Support the analysis of survey results at the school level to provide school and teacher feedback.				
Evidence of Success	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 and exceed expected growth.				
Person(s) Responsible:	Kim Soryz, Kelly Burgess, School principals, Instructional Coaches				

Timeline:	2015-16 School year		
Budget Amount: (if applicable)	4,000 per year	Budget Source: (if applicable)	Local

District Name:	LEA Code:	Year:	
Kannapolis City Schools	132	2015-16	
District Goal #3:	KCS will enhance student engagement and, consequently, student achievement.		
Strategy #1: Describe the strategy that	Offer diverse and customized student learning opportunities.		
Action Step #1	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		
Plan	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 high school in order pique interest in completing courses in an academy structure. Enhance the STEM programs in K-8 grades in order to provide high interest and challenging content for those underserved populations in our district.		
Evidence of Success	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 STEM teacher in every elementary school by 2017. Enhance the STEM offerings available in grades 6-8 by 2017.		
Person(s) Responsible:	Cabinet, Principals, Curriculum Coordinators, Secondary & CTE director, School based Administration		
Timeline:	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.		
Budget Amount: (if applicable)	250,000	Budget Source: (if applicable)	Local
Action Step #2	Examine realignment of schools to determine best configuration for KCS students.		
Plan	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.		
Evidence of Success	Reduction of academic dip that results from transitioning between schools by 20%.		

Person(s) Responsible:	KCS Cabinet and School Level administration with input from staff and community.		
Timeline:	Plan proposed by January 2016		
Budget Amount: (if applicable)	1,000,000	Budget Source: (if applicable)	Multiple sources, and reallocation of funds

