

Type	Goal	Objective
Proficiency	Increase achievement (proficiency rates) in all content areas by 2021.	By 12/31/2018, 51.1% of all students will demonstrate proficiency in reading.
		By 12/31/2018, 43.4% of all students will demonstrate proficiency in math.
Gap	Increase the percentage of Gap students scoring proficient by 2021.	By 12/31/2018, 44.6% of Gap students will demonstrate proficiency in reading.
		By 12/31/2018, 38.6% of Gap students will demonstrate proficiency in math.
Transition Readiness	Increase the percentage of students who are college and career ready from 55% to 70% by 2021.	Increase the percentage of students who are college and career ready from 55% to 60% by 2019.
Graduation	Increase the graduation rate from 88.8% to 92.8% by 2020.	Increase our graduation rate to 90.1% by 12/31/17

Associated Goal(s) and Objective(s)	Strategy (Vision 2020)	Activity	Measure of Success	Progress Monitoring (Dates & Notes)	Funding	Start Date	End Date	Persons Responsible
By 12/31/2018, 51.1% of all students will demonstrate proficiency in reading.	Strategies 2.2.2; 2.2.3 FC PLC participation - Teachers will participate in Collaborative teams, examining common assessment data to uncover areas of student need and weakness, and to design interventions at the class and individual student level that allow students multiple points of access and opportunity to recover the standard. (KCWP 1, 2, 3, 4)							
		Student Data Notebooks: Teachers will implement student data notebooks to help students to track their own standard acquisition.	80% of the staff will be using student data notebooks.		\$0 - No Funding Required	8.16.17	12.31.18	Teachers

		Weekly Formative Assessment Checks: Each collaborative team gives students weekly formative assessments or competency checks to gage student proficiency on standards. Teachers accommodate lessons and interventions and provide feedback based on those results.	100% of the collaborative teams will be using weekly formative assessment checks.		\$0 - No Funding Required	8.16.17	12.31.18	PLC Key Facilitators
		Data Days: Collaborative teams will meet every 6 weeks to analyze diagnostic data at the course, teacher and student level. CTs use the full school day to determine areas of need and to design instructional and intervention strategies to increase student achievement.	All collaborative teams will have the opportunity to participate in data days.		\$4000 General Fund	8.16.17	12.31.18	Key: Rebecca Nicolas Principal, Assistant Principals, Goal Clarity Coach, Teachers
		Academic Advising: Academic Advising allows additional class time for teachers to ensure each student receives feedback on their current progress toward standard acquisition.	100% of the teachers will participate in academic advising.		\$0 - No Funding Required	8.16.17	12.31.18	Rebecca Nicolas; Michelle Marrillia-new teachers
		Tier II Interventions: Based on deficiencies in standards, teachers will develop lessons and assessments to recover deficient standards and track data.	100% of the collaborative teams will be providing tier II interventions based on CFAs.		\$0 - No Funding Required	8.16.17	12.31.18	Principal, APs, GCCs, Teachers
		Class Swaps/Adjusted Schedules: The counselors will work with teachers at the end of each trimester to place students with the best match for student success.	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Counselors

	Strategy 1.1.5 Disciplinary Literacy - Fern Creek will implement disciplinary literacy into all content areas. (KCWP 5)							
		Professional development will be provided to establish a cohort of experts to provide coaching and support to PLCs and individual teachers.	A Disciplinary Literacy team will be in place.		\$0 - No Funding Required	8.16.17	12.31.18	Ashley Lamb-Sinclair; Susanne Cramer, Michelle Marrillia
By 12/31/2018, 43.4% of all students will demonstrate proficiency in math.	Strategies 2.2.2; 2.2.3 FC PLC participation - Teachers will participate in Collaborative teams, examining common assessment data to uncover areas of student need and weakness, and to design interventions at the class and individual student level that allow students multiple points of access and opportunity to recover the standard. (KCWP 1, 2, 3, 4)							
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	Strategies: 1.1.2; 1.1.5; 1.1.7 Reading Intervention Programs - Fern Creek High School is committed to preparing students to engage with complex text by capacity, efficiency and motivation using technology through innovated programs in ESL and ECE classes developing. (KCWP 5)							
		Reading Plus Program: Reading Plus is a research-based silent reading intervention that helps students gain proficiency by improving comprehension, reading rate, and vocabulary.	90% of students participating will move one grade level as measured by the Reading Plus reports.		\$2500-General Fund	8.16.17	12.31.18	Rebecca Nicolas; English I and II teachers
		Sheltered English: Fern Creek is offering two Sheltered English classes. The teacher uses clear, direct English (that gradually increases in complexity as ELL students' English language proficiency grows), and a wide range of scaffolding strategies to make content and concepts comprehensible for students.	All students will complete the course with 70% or higher.		\$0 - No Funding Required	8.16.17	12.31.18	Rebecca Nicolas
By 12/31/2018, 38.6% of Gap students will demonstrate proficiency in math.	Strategies 2.2.2; 2.2.3 FC PLC participation - Teachers will participate in Collaborative teams, examining common assessment data to uncover areas of student need and weakness, and to design interventions at the class and individual student level that allow students multiple points of access and opportunity to recover the standard. (KCWP 1, 2, 3, 4)							

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		Class Swaps/Adjusted Schedules: The counselors will work with teachers at the end of each trimester to place students with the best match for student success.	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Counselors
	Strategy 2.1.1; 2.1.2 Disciplinary Literacy - Fern Creek will implement disciplinary literacy into all content areas. (KCWP 5)							
		Professional development will be provided to establish a cohort of experts to provide coaching and support to PLCs and individual teachers	A Disciplinary Literacy team will be in place.		\$0 - No Funding Required	8.16.17	12.31.18	Ashley Lamb-Sinclair; Susanne Cramer, Michelle Marrillia
	Strategy 3.2.2 Office of Behavior Management: Implementation of the Office of Behavior Management to streamline the behavioral referral process and to ensure consistency in our behavioral responses. (KCWP 6)							
		HERO Behavior Management System: Monitor and respond consistently to behavioral infractions and ensure that students and parents understand and follow behavioral expectations through the HERO system.	Tardies, cuts and other behavior infractions will be reduced.		\$8000 General Fund	8.16.17	12.31.18	Principal, APSs, Josh Abell

		HERO Positive Reinforcement System: Empower teachers to participate in a school-wide recognition and support for positive student behaviors.	50% of teachers will participate.		\$0 - No Funding Required	8.16.17	12.31.18	Principal, APSs, Josh Abell
Increase our graduation rate to 90.1% by 12/31/17	Strategy 1.1.3 College Going Culture Initiative - The CART will create a schedule to team teach the college-focused advisement sessions with classroom teachers during the Fall of 2017. In the Spring of 2018, the teachers will begin teaching the sessions as a part of the school-wide college. (KCWP 5)							
		CGC Student Conferences: College Access Providers counsel students regarding grades, attendance, and behavior as a support to increasing the Graduation Rate. Each trimester, administrator and support staff personnel will meet with Freshman who are failing classes to conference about academics, behavior, and attendance. Each conference will be documented and additional follow-up conferences with students will take place.	All failing or targeted 9th graders will be targeted for CGC conferences.		\$0 - No Funding Required	8.16.17	12.31.18	Marcia Carmichael-Murphy
		Grade Level Advisory Sessions: The CART will collaborate with teachers, students, College Access Providers to develop college-focused advisement sessions based on the needs of each grade level. Content includes but is not limited to: high school steps to preparing for college, how to determine GPA, the importance of getting good grades, how to choose a career pathway, financial literacy, paying for college, career inventories, conflict resolution, and relationship building.	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Marcia Carmichael-Murphy

		Ivy Plus Academy: The Ivy Plus program targets highly qualified students and matches them with selective postsecondary options. The Ivy Plus program works with families, college admission counselors, and students to create options for our students, many who will be first-generation college going candidates.	Fill two cohorts		\$0 - No Funding Required	8.16.17	12.31.18	Rebecca Nicolas; Beau Baker
	Strategy 1.1.7 Student Support - Fern Creek High School counselors provide personal, social, career, and academic development in a culturally responsive and caring environment. Fern Creek High School counselors collaborate with a diverse group of stakeholders, including school staff, families, and community partners to support success for all students. (KCWP 6)							
		Creek Sisters: Creek Sisters is a mentoring program that matches a freshman with a junior mentor. The goal is to meet 2-3 times each month during the school day. The meetings focus on team and relationship building, conflict resolution and academic success.	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Counselors

		<p>CLAWS Program: The CLAWS (Creek Leadership Actively Watching Students) program is designed to provide support services for identified students based on academic performance, attendance, behavior, and social/emotional history. Students will be referred to the program by counselors, staff members, or based on data collected (grades, behavior, attendance) through infinite campus. Students categorized as needing more intense services will be paired with a member of the leadership team to meet once per week to monitor progress. They will discuss grades, behavior, attendance, goals, personal needs, or any other issues that need to be addressed. They will be encouraged to participate in extracurricular activities. Parents may be contacted if necessary. Small wins will be celebrated. Referrals for counseling, tutoring, and family assistance will be made as needed.</p>	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Counselors
		<p>Grade Level Guidance Lessons: Fern Creek High School counselors will lead monthly guidance lessons per grade level in individual classrooms.</p>			\$0 - No Funding Required	8.16.17	12.31.18	Counselors
		<p>Principal Advisory Committee: Parents and principal meet four times per year to discuss updates, highlights, or issues of the school. Parents are highly encouraged to voice any questions or concerns and work with principal to develop plans of action. Parents in the advisory group are in constant communication with administration and work with the school on developing school improvement measures.</p>	Attendance goal- 25 parents		\$0 - No Funding Required	8.16.17	12.31.18	Nate Meyer

		Comprehensive School Survey: Our goal is to reach out to all parents and staff. The surveys are a valuable school resource because they help administrators identify specific needs and provide an effective learning environment.	100% participation		\$0 - No Funding Required	8.16.17	12.31.18	Jarrod Hunt
Increase our graduation rate to 90.1% by 12/31/17	Strategy 1.1.2 College/Career Counseling Resource Room - The College/ Career Counseling Resource Room offers a wide variety of services to students to ensure all students have the access to resources in making decisions about life beyond high school. Students receive individualized attention in looking at postsecondary education, career opportunities, or the military. (KCWP 6)							
		Parent Meeting Parents and seniors are invited to attend a meeting with the University of Louisville, Jefferson County Community and Technical College, and UPS to talk college and financial aid opportunities for students. The meeting also informs parents of the services Fern Creek High School offers to students, in regards to College and Career services.	Parent survey		\$400 General Fund	8.16.17	12.31.18	College Counseling and Resource Room, Principal and Counselors
		Senior Class Visit: College Counseling Resource staff visit senior English classes to talk to students about college applications, admission to colleges, FAFSA information, and how to write a resume. Staff have students fill out resume "application" and College Resource Room staff create resumes for students. This is for students to seek employment while in school or thinking about jobs after high school.			\$0 No Funding Required	8.16.17	12.31.18	Houchins, Carmichael, Senior English Teachers

		FAFSA Workshop: The College Counseling Resource staff will conduct two FAFSA workshops for parents throughout the year to introduce the process and walk parents through the application. Any interested senior parents are invited to attend.	Parent survey		\$400 General Fund	8.16.17	12.31.18	Houchins, Carmichael, Nicolas
		FAFSA Blitz: Starting in March, students will be encouraged to participate in the FAFSA Blitz. Any student who has not filled out their FAFSA will be able to receive help each Friday in the Teacher Development Center.	100% participation		\$0 No Funding Required	8.16.17	12.31.18	CART
	Strategy 3.2.1 Collaboration with Parents - Principal will work with parents to communicate updates, highlights, or issues of the school. (KCWP 6)							
		Parent Advisory Group: Parents and principal meet once a month to discuss updates, highlights, or issues of the school. Parents are highly encouraged to voice any questions or concerns and work with principal to develop plans of action. Parents in the advisory group are in constant communication with administration and work with the school on developing school improvement measures.	Parent survey		\$0 No Funding Required	8.16.17	12.31.18	Nate Meyer
		Comprehensive School Survey Our goal is to reach out to all parents and staff. The surveys are a valuable school resource because they help administrators identify specific needs and provide an effective learning environment.	100% participation		\$0 No Funding Required	8.16.17	12.31.18	Jarrold Hunt

		Truancy Committee: The truancy committee convenes to identify 16/17 year old students with 10+ absences. The goal is to increase attendance through goal setting, assigning a mentor who checks in with the student weekly, and follow-up meetings with the committee or representative of the committee are conducted every six weeks. Alternative educational options are discussed and parents are invited to attend the meetings.	Reduce the number of truant students by 50%		\$0 No Funding Required	8.16.17	12.31.18	Attendance Clerk
	Strategy 1.1.7 College Going Culture Initiative - The CART will create a schedule to team teach the college-focused advisement sessions with classroom teachers during the Fall of 2017. In the Spring of 2018, the teachers will begin teaching the sessions as a part of the school-wide college-going culture initiative. (KCWP 6)							
		Grade Level Advisory Sessions: The CART will collaborate with teachers, students, College Access Providers to develop college-focused advisement sessions based on the needs of each grade level. Content includes but is not limited to: high school steps to preparing for college, how to determine GPA, the importance of getting good grades, how to choose a career pathway, financial literacy, paying for college, career inventories, conflict resolution, and relationship building.	Student survey		\$0 No Funding Required	8.16.17	12.31.18	Carmichael, TRiO

		CGC Student Conferences: College Access Providers counsel students regarding grades, attendance, and behavior as a support to increasing the Graduation Rate. Each trimester, administrator and support staff personnel will meet with Freshman who are failing classes to conference about academics, behavior, and attendance. Each conference will be documented and additional follow-up conferences with students will take place.	Student survey		\$0 No Funding Required	8.16.17	12.31.18	CART, TRiO, Leadership Team
		Ivy Plus Academy: The Ivy Plus program targets highly qualified students and matches them with selective postsecondary options. The Ivy Plus program works with families, college admission counselors, and students to create options for our students, many who will be first-generation college going candidates.	Parent and Student survey		\$3000 General Fund	8.16.17	12.31.18	Rebecca Nicolas; Beau Baker
	Strategy 1.1.7 Student Support Student Support - Fern Creek High School counselors provide personal, social, career, and academic development in a culturally responsive and caring environment. Fern Creek High School counselors collaborate with a diverse group of stakeholders, including, school staff, families, and community partners to support success for all students. (KCWP 6)							
		Grade Level Guidance Lessons: Fern Creek High School counselors will lead monthly guidance lessons per grade level in individual classrooms.	Student survey		\$0 No Funding Required	8.16.17	12.31.18	Counselors

		<p>CLAWS Program: The CLAWS (Creek Leadership Actively Watching Students) program is designed to provide support services for identified students based on academic performance, attendance, behavior, and social/emotional history. Students will be referred to the program by counselors, staff members, or based on data collected (grades, behavior, attendance) through infinite campus. Students categorized as needing more intense services will be paired with a member of the leadership team to meet once per week to monitor progress. They will discuss grades, behavior, attendance, goals, personal needs, or any other issues that need to be addressed. They will be encouraged to participate in extracurricular activities. Parents may be contacted if necessary. Small wins will be celebrated. Referrals for counseling, tutoring, and family assistance will be made as needed.</p>			\$0 No Funding Required	8.16.17	12.31.18	Counselors, Leadership Team
		<p>Creek Sisters: Creek Sisters is a mentoring program that matches a freshman with a junior mentor. The goal is to meet 2-3 times each month during the school day. The meetings focus on team and relationship building, conflict resolution and academic success.</p>			\$0 No Funding Required	8.16.17	12.31.18	Dawn Roseberry
Increase the percentage of students who are college and career ready from 55% to 60% by 2019.	Strategy 1.1.3 FC Targeted Interventions - Targeted Interventions will be designed to address the specific needs of students in reaching CCR benchmarks in reading, writing, and math. (KCWP 5)							
		<p>Interventionist Schedule: Establish interventionist schedule with the hired intervention specialists in English and Math. Schedules are to target 20 students per week.</p>			\$63,600 General Fund	8.16.17	12.31.18	Rebecca Nicolas

		Student CCR Plan: Identify 12th grade students who are not meeting CCR benchmarks. Students will be scheduled into intervention sessions by ACT scores in Reading, English and Math. Students will be COMPASS/KYOTE tested after completing interventions.			\$0 No Funding Required	8.16.17	12.31.18	Rebecca Nicolas
		ACT Prep/Boot Camp ACT Prep will be offered on Monday, Wednesday and Thursday as a part of the Extended School Day Program. Sessions will be offered in Math, Reading and Science Reasoning.	The goal will be to have 100 students per week stay after school for bootcamp.		\$0 No Funding Required	8.16.17	12.31.18	Rebecca Nicolas
	Strategy 1.1.2 Promote and Define CCR - Define and Promote CCR for all stakeholders- students, parents and staff. (KCWP 6)							
		Advance CCR Awareness An active campaign to market college preparedness, college acceptance and attendance, the application and financial aid process, and college retention was begun this year. College signage will be placed in the halls, hosting college admissions counselors to conference with students, and taking students on college visits support developing the college-going culture. <ul style="list-style-type: none"> An ongoing audit is being conducted by Administration and CTE teachers of students in our career pathways to increase the percentage of students meeting preparatory or completer status. 			\$0 No Funding Required	8.16.17	12.31.18	Nicolas, Carmichael, Hunt

		College Access Team A team of stakeholders (Administrators, Teachers, College Access Providers, LEEP, Title V, Goal Clarity Coach, and BAC) will convene at least bi-monthly as the College Access Team to plan and monitor progress towards increasing the high school graduation rate, decrease retentions, and promote College and Career Readiness.			\$0 No Funding Required	8.16.17	12.31.18	CART, Principal, Aps, Counselors, Teachers, BAC,GCC
		College Admission Assistance •Approximately twice-monthly, college admissions counselors are invited to Fern Creek to meet with students interested in attending college. •Students who are close to meeting ACT benchmarks (Juniors and Seniors) meet with College Access providers to sign-up to take the ACT. •Seniors meet with teachers and College Access providers to apply and register for college.			\$0 No Funding Required	8.16.17	12.31.18	CART
	Strategy 1.1.4 Assessment alignment - Teachers will work to ensure all summative assessments are appropriately aligned with CCR and Kentucky Core Academic Standards. (KCWP 3)							
		PLC and Data Day Assessment Work: Teachers work to create assessments that effectively reflect Kentucky Core Academic and CCR standards during PLC and Data Day worktime.	Work product completion		\$0 No Funding Required	8.16.17	12.31.18	Collaborative Teams, Aps, Principal and Goal Clarity
	Strategy 1.1.4 FC Course Alignment - Teachers will work in PLC groups throughout the school year to effectively align courses in Math and English to address College and Career Readiness Standards.							

		PLC Summer Planning Meeting: Writing, reading, science and math teachers will work as a PLC to analyze and embed the appropriate CCR standards into all courses.	Work product completion		\$0 No Funding Required	8.16.17	12.31.18	Collaborative Teams, Aps, Principal and Goal Clarity
		Vertical Alignment in Math and English: Each Trimester, all Math and English course teachers will meet to discuss course alignment. Lessons will be planned for each course based on the data gathered from practice ACT tests given in 11 grade classes.	Work product completion		\$0 No Funding Required	8.16.17	12.31.18	Math and English Teachers
	Strategy 1.1.3 AP Program Development - Encourage continual collaboration of teachers, counselors and administration through the gathering and sharing of data in teacher leader, curriculum and ILT meetings. (KCWP 1, 2, 3, 4)							
		AP Parent Meeting: AP parent night will take place on the same night as 8th grade open house. There will also be AP breakout sessions for the students.	Parent survey		\$0 No Funding Required	8.16.17	12.31.18	Nicolas, Freshman Counselor, Principal, AP teachers
	Strategy 1.1.2 Career Readiness Pathways - Students complete a course sequence and receive industry accreditation to prepare for post-secondary education or employment.					8.16.17	12.31.18	
		Four Course Sequence: Students will complete a four course sequence in a CTE major to become program completers in Business Multimedia, Visual Communication Art, Telemedia or ROTC.			No Funding Required			CTE teachers, counselors, administrators

		Teacher Certification Training and Exam: Teachers will receive training and PD for industry accepted software and related technology to receive their own certification as they prepare to help more students become college and career ready.			\$8000 Perkins	8.16.17	12.31.18	CTE teachers
		Field Trips: Students take 2 trips to WKU for HSJA workshops and competition, also locally- visit community partners and participate in Adfed High School Marketing Challenge			\$1200 Perkins	8.16.17	12.31.18	CTE Teachers
		Technology Related Equipment: Teachers will provide industry based learning activities for all students enrolled in a CTE program using updated and new equipment purchased with Perkins funds. Mr. Horan will be purchasing robots for his programming class.			\$1200 Perkins	8.16.17	12.31.18	CTE Teachers
		Technology Related Hardware: We are also purchasing 30 All-In-One Lenovo Computers to be used in Communications program to increase the number of student workstations.			\$35000 Perkins	8.16.17	12.31.18	CTE Teachers
		Technology Related Software: This is for testing and practice software for Industry Accepted software that will allow students to earn Career Readiness (IC3 & Final Cut Pro)			\$7500 Perkins	8.16.17	12.31.18	CTE Teachers