

Goal 1: Proficiency

Goal 1:

By the end of the 2019-2020 school year, 100% of Liberty students will increase MAP reading and math scores.

Which **Strategy** will the school/district use to address this goal? *(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)*

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Which **Activities** will the school/district deploy based on the strategy or strategies chosen? *(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)*

- [KCWP1: Design and Deploy Standards - Continuous Improvement Activities](#)
- [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 100% of students will show growth in MAP reading and math scores.	Design and deliver instruction to ensure the instructional program is research-based, rigorous, aligned to academic standards and based on student needs (KCWP 2)	Utilize the PLC Guiding document as a tool for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data. Work in PLCs to review instructional practices and peer review lessons ensuring students are provided opportunities for collaboration, student inquiry, hands-on learning, reflection/self-assessment, critical thinking and student-led learning. Horizontal and vertical teams will meet within PLCs to align standards and to discuss instructional strategies. Analyze student performance during PLC meetings and use findings to guide instruction, identify students for remediation, and set learning goals. Analyze student MAP data to design and differentiate instruction.	CASCADE, MAP data, KPREP, & ACT scores	Dec 2019; all teachers, Admin, GCC	

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		Design and deliver school-based PD on deconstruction of standards, assessment literacy, data analysis, and instructional practices.	PD evaluations	Dec 2019; All Teachers, GCC, Admin	
		Develop observation schedule for informal and formal observations and peer observations (as requested). Provide timely and constructive feedback to teachers on ways to improve instructional practice.	Walkthroughs, teacher evaluations, peer evaluations	Dec 2019; Admin, Peer Evaluators	
		Design Independent Reading (IR) and response rubric. Writing rubric will be developed and utilized by all content area teachers.	CASCADE, KPREP reading and writing scores	Dec 2019; ELA Dep, All Teachers	Title 1
		Analyze student work and assessment data to target gaps, develop next steps, and design appropriate instruction and remediation materials. Analyze student MAP data to design and differentiate instruction.	CASCADE, MAP data, KPREP, ACT, student work	Dec 2019; All Teachers, GCC, Admin	
		Increase access to a variety of reading material—Nooks, improve literacy circulation/attendance	MAP scores	Dec 2019; English PLC, Librarian	Title 1
		Design and deliver performance-based and project-based assessments that provide students the opportunity to be engaged and demonstrate mastery of standards through course appropriate mediums.	PLC created assessments	Dec 2019; All Teachers	
		Seek out content area enrichment through field trips, community service projects, and related community events for students.	CASCADE, MAP data, KPREP, ACT, classroom assessments	Dec 2019; All Teachers	
		Create and implement a variety of formative assessments, including, PBL, MDC, FAL, etc	MAP data	Dec 2019; All Teachers	
		Social Studies teachers will incorporate current events into Social Studies curriculum to increase comprehension and improve ability to discuss contextual material. Provide opportunity for students to discuss information and perceptions related to local and world current events. Increase access and dialogue of vertically aligned content specific vocabulary into daily lesson plans, informal, and formal assessments.	DCA scores, Civics Test	Dec 2019; SS PLC	
		Teachers will follow aligned curriculum maps.	Peer-reviewed lesson plans	Dec 2019; All Teachers	
		Teachers will seek out professional development that supports student learning and instructional methods	PD Central, PD evaluations	Dec 2019; All Teachers	

2: Gap - Novice Reduction

Goal 2:
By the end of the 2020 school year, Liberty will reduce the percentage of non-duplicate gap students scoring novice by 15%.

<p>Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By December 2019, LHS will see a 5% reduction in the percentage of non-duplicate gap students scoring novice on given assessments as compared to equivalent 2017/18 assessment data. (DCAs, KPREP)</p>	<p>Ensure academic support services are available for struggling students (KCWP 5)</p>	<p>Conduct MAP PD for teachers. (i.e. accessing data, analyzing data, making data informed decisions).</p>	<p>Faculty meeting agendas/minutes</p>	<p>Aug. 2018; GCC, Admin</p>	<p>Title 1</p>

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	Analyze assessment results during PLC and incorporate MAP data in their assessment discussions in order to provide feedback on instruction and groupings.	MAP, PLC protocols and data analysis	Monitored quarterly, GCC, PLC Leads	Title 1
	Analyze assessment results to inform student placement decisions, master schedule decisions, and special program adjustments for additional reading and math support.	MAP, master schedule	Monitored quarterly, Guidance Counselors	Title 1
	Teachers will attend school-based and district level professional development sessions on best instructional practices, lesson delivery methods, and differentiated instruction.	Gold Day & PD Central attendance and evaluations	Dec. 2019; All Teachers, GCC, Admin	
	Provide academic support services for struggling students through Extended School Services, after school tutoring, math remediation course, Corrective Reading, and remediation activities to improve literacy and math skills.	ESS, master schedule, MAP scores, DCAs	Dec 2019; English PLC, Math PLC, ESS Lead	Title 1
	Differentiate instruction to meet specific learning and content needs by providing in-class and pull-out interventions as determined by teacher and PLC created assessment scores.	Math/English PLC created assessments, Lesson Plans	Dec 2019; All Teachers	
	Provide opportunities for student goal setting, self-assessment, and conferencing to communicate areas of strength/weakness.	MAP scores, ILP's	Dec 2019; PLCs, Advisory	
	Design and deliver differentiated interactive lessons that will address student needs	Walk-through tool, Observations	Dec 2019; All Teachers	
	Recognize and celebrate growth made in reading and math scores (i.e..field trips, free books, invitation to join book club, in-house incentives)	Mastery scores, course grades in CR, CSS	Dec 2019; All Teachers, Culture & Climate Committee	

3: Learning Culture and Environment

**Goal 3:
Liberty leaders and teachers will make a sustained effort to create and maintain a positive and supportive learning culture and climate.**

<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 		<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>		
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding	
<p>Objective 1: 70% of 2019 KY Tell respondents will believe that students follow rules of conduct and that teachers consistently enforce rules for student conduct at Liberty High School.</p>	<p>Design and deliver support for teachers and students establishing a positive and supportive learning culture and environment. (KCWP 5, 6)</p>	<p>Design and deliver school-based professional development related to classroom management, de-escalation strategies, restorative practices/PBIS, school safety policy and procedures.</p>	<p>Faculty meeting agendas, PD agendas, Safety Training PD, sign-in rosters, PD evaluations</p>	<p>May 2019, Dec 2019, May 2020; GCC, PBIS Team, Admin, SRO</p>		
		<p>Monitor JCPS DMC behavior data and analyze for trends in order to provide feedback for adjustment to LHS's systems, policies, and procedures.</p>	<p>DMC Behavior Data</p>	<p>Quarterly; PBIS Team, Admin</p>		

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		Recognize and celebrate students who meet behavior, attendance, and/or academic goals every 18 weeks. (i.e. school-wide assembly award presentations, field trips, student of the week, etc.)	DMC Behavior Data	December 2019; Administration and Culture and Climate Committee, YSC	
Objective 2: 80% of 2019 KY Tell respondents will believe that there is an atmosphere of trust and mutual respect at Liberty High School.	Build community and establish a learning culture and climate (KCWP 6)	All stakeholders will know and teach mission and vision through our three tiered Discovery program and in all classes ensuring students can recite the 7P's	SAS Survey, KYTell	Dec 2019; All Teachers, GCC, Admin	
		Build leadership capacity through the creation of teacher leadership opportunities and teacher mentorship.	ILT, New teacher/mentor Program, KY Tell	Dec 2019; Admin, Resource Teachers	
		Utilizing Google for improving internal communication and reporting between departments, committees, PLCs, teachers, administrators and other school personnel.	KY Tell	Dec 2019; Admin, GCC and Dept. Chairs	
		Design and deliver team building and community building events for all school personnel, students/families, and community members. (e.g. Back-to-School retreat, Information Session, potluck luncheons, talent show, basketball tournament, senior cook-out, parent night, volunteer appreciation luncheons etc.)	School calendar, agendas	Dec. 2019; Admin, teachers, YSC, Culture & Climate Committee	Title 1
Objective 3: 75% of 2019 KYTell respondents will believe that parents/guardians know what is going on in Liberty High School.	Improve two-way communication between parents/guardians and LHS (KCWP 6)	Monitor and maintain existing two-way communication between parents and LHS, and seek out and incorporate additional and appropriate ways to improve communication between school and parents/guardians. (i.e. teacher webpages/blogs, text message delivery software, social media outlets, new technology etc.)	KYTell	Dec 2019; LHS Teachers, Admin, Librarian, STC	

4: Transition readiness/Graduation rate

Goal 4:
By the end of the 2019-2020 school year, Liberty will increase attendance to 78%.

<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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<p>Objective 1: Increase the percentage of Liberty students who are graduating prepared for college/career by 20%.</p>	<p>Remove barriers to learning through supporting services and programs. (KCWP 5)</p>	<p>Design and deliver lessons on essential life skills and career exploration through LHSs 27-week foundation program, Discovery. Include instruction and student mastery of essential communication skills and employability skills as part of Discovery curriculum and course requirements.</p>	<p>Discovery completion rates, Graduation rate</p>	<p>Dec 2018; All Teachers, PLC</p>	
		<p>Establish Operation Graduation teacher/student mentorship program. Pair prospective graduates with teacher mentors who monitor student progress, develop personal graduation plan and strategies for success.</p>	<p>Graduation rates, ILPs</p>	<p>Dec 2019; Guidance Counselors, Advisory Teachers, CART</p>	

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		Design and deliver instruction during LHS's weekly advisory period. Learning objectives will include college knowledge, paying for college, 21 st Century skills, financial literacy, team building, employability skills, and ACT Prep	Advisory lesson plans, teacher/student survey	Dec 2018; CART	
		Provide supporting services and programs for students related to transition readiness—job search and application assistance, FAFSA completion assistance, ACT vouchers and sign-up assistance, college application assistance, Educational Talent Search, college visits, annual LHS College and Career Fair, ILP/Career Cruising, and SummerWorks application assistance.	ETS sign-in rosters, FAFSA completion reports, ACT voucher log	Dec 2018; CART, FRYSC, Advisory Teachers	
		Design and implement enrichment programs through community partnerships that support student leadership, self-efficacy and character building. (Men of Quality, Women of Worth, Chick-Fil-A Leadership Academy etc.)	Program rosters, end-of-program reflection and surveys	Dec 2019; FRYSC, Social Worker, teacher sponsors	
		Provide training and on-going technical assistance on Career Cruising & ILPs.	ILP completion reports	Dec 2019; CART, Advisory Teachers	
		Improve ADA, reduce chronic absenteeism, and reduce truancy court referrals. Collaborate with district ADPP and CDW to address truant and chronically absent students in compliance with compulsory attendance laws. Meet with students, parents/guardians to develop attendance improvement plans.	DMC attendance data	Monthly; FRYSC, Social Worker, Attendance Committee	
		Assist students/families with basic needs, access to supporting mental health agencies, and social services.	YCS data logs	On-going; FRYSC, Social Worker	

5: Racial Equity

Goal 5:
By the end of the 2019-2020 school year, Liberty will increase Students of Color feeling a sense of belonging to our school by 15%.

<p>Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective 1: 100% of our students will be engaged in an activities/clubs/service learning in a way that is meaningful to them.	Increase and create new opportunities for students to engage in activities/clubs/service learning in a way that is meaningful to them. (KCWP 6)	Create an interest survey for students to determine which activities/clubs/service learning opportunities should be offered.	Survey Results, CSS	Bi-annually; All Staff, CART	
		Conduct Advisory fair where teachers promote their club and students have the opportunity to learn about the various clubs and have a choice in which club they want to be involved.	Club Fair Survey Results, CSS	Bi-annually; All Staff, CART	
		Schedule students into an activity/club/service learning opportunity based on student choice and availability.	Survey Results	Bi-annually; Counselors	
		Provide PD and a book study on cultural competency and trauma-informed care.	PD agenda	Dec 2019; Admin, PBIS Team, GCC	

