



Campbell County Schools Trajectory Changing School District

Campbell County Schools is committed to ensuring that all students are prepared for success academically and beyond graduation. The next phase of work reflects deliberate action toward becoming a trajectory-changing school system, one that not only improves outcomes in a single year but consistently accelerates learning over time for all students.

Research on trajectory-changing schools highlights that sustained academic growth occurs when systems focus on three core areas: a culture of belonging, consistent delivery of grade-level instruction, and a coherent instructional program. These schools demonstrate that students regardless of starting point can achieve more than a year's worth of academic growth annually when these systems are aligned and consistently implemented.

Our improvement strategy reflects these principles by ensuring:

Every student is known, supported, and challenged.
Every classroom delivers grade-level instruction with appropriate supports.
Every school operates within a coherent, aligned system of instruction and expectations.

Strengthening Instructional Systems

Consistency & Coherence

Trajectory-changing schools emphasize that consistent, high-quality instruction in every classroom is one of the most powerful drivers of student success.

Strategies:

- Strengthen PLCs focused on data-driven instruction and shared expectations
- Ensure consistent use of grade-level instructional materials and practices
- Align curriculum, assessment, and intervention systems
- Increase instructional feedback through walkthroughs and leadership development

KSA Targets:

- *Increase overall Proficiency (P/D) by +5 percentage points*
- *Reduce Novice performance by -5 percentage points*
- *Ensure 90%+ of observed classrooms deliver grade-level instruction (walkthrough data)*

Early Literacy & Math

Start Early, Change the Trajectory

Trajectory-changing research reinforces that early intervention is critical the earlier we act, the greater the impact on long-term outcomes.

Strategies:

- Expand preschool and kindergarten readiness
- Strengthen Tier I instruction and early interventions
- Increase family engagement and at-home learning supports
- Ensure consistent use of high-quality instructional resources

KSA Targets:

- *Increase Grade 3 Reading Proficiency by +8 percentage points*
- *Increase Grade 3 Math Proficiency by +8 percentage points*
- *Reduce Primary Novice students by -10 percentage points*

Special Education Instruction

Access to Grade-Level Learning

A key principle of trajectory-changing schools is that all students engage in grade-level content with appropriate support.

Strategies:

- Develop intentional master schedules ensuring access to Tier I instruction
- Provide structured time for:
 - Pre-teaching vocabulary and concepts
 - Pre-reading grade-level text
- Implement math supports including:
 - Front-loading grade-level content
 - Use of manipulatives and hands-on learning strategies
- Align IEP goals to grade-level standards and classroom instruction

KSA Targets:

- *Increase SWD Proficiency (P/D) by +5 percentage points*
- *Reduce SWD Novice by -7 percentage points*
- *Increase SWD access to grade-level instruction (tracked via scheduling & walkthroughs)*

Student Engagement & Belonging

Culture Matters

Trajectory-changing schools show that students learn more when they feel known, supported, and challenged.

Strategies:

- Initiate Student Expos (student-led conferences) and leadership opportunities
- Initiate Parent Academy to ensure parents have all necessary information to make educational decisions for their children
- Increase extracurricular and pathway engagement
- Strengthen relationships and student ownership of learning
- Utilize station teaching approach in instructional delivery to ensure that every student's needs are met and that every student has the opportunity to engage in responses to their learning and grade level discussion

KSA Targets:

- *Increase Quality of School Climate & Safety indicator by +3 points*
- *Improve attendance to 95%+*
- *Reduce chronic absenteeism by -5 percentage points*

College and Career Readiness

Real-World Application

Trajectory-changing schools connect academic learning to long-term student success and mobility.

Strategies:

- Expand career pathways and experiential learning
- Increase access to internships, certifications, and dual credit
- Align ILPs and pathway decision-making

KSA Targets:

- Increase Postsecondary Readiness by +5 percentage points
- Increase CTE certifications and dual credit participation by +10%

Profile of a Graduate

Congruency of Skills & Instruction

Trajectory-changing schools succeed because all parts of the system work together toward shared outcomes.

Strategies:

- Embed Profile of a Graduate competencies into:
 - Instruction
 - Assessment
 - Student experiences
- Align academic work to real-world application and future readiness

KSA Targets:

- *Increase Transition Readiness by +5 percentage points*
- *Improve writing performance by +5 percentage points*

Community & Board of Education Engagement

Sustained improvement requires intentional collaboration with the Board of Education and the broader community. Clear communication, transparency, and shared ownership of district goals are essential to long-term success.

Strategies:

- Provide consistent, transparent communication to the Board on progress toward KSA goals and district initiatives
- Provide opportunities for Board members to participate in school visits, showcases and learning experiences
- Create Board member and community member highlights to communicate impactful work that is taking place across our community
- Create formal structure for The Board of Education to obtain input for stakeholders

Expected Impact:

- Stronger alignment between district priorities and stakeholder expectations
- Greater visibility of student success and district progress