

## Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

**Rationale:** The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

**Goal:** Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

**Objective:** Short-term target to be attained by the end of the current school year.

**Strategy:** Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

**Activity:** The actionable steps used to deploy the chosen strategy.

**Key Core Work Processes:** A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

### Guidelines for Building an Improvement Plan


- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:  
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.  
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.


# 1: Proficiency

## State your **Proficiency Goal**

Goal 1: Ewing Elementary will increase the average combined reading and math K-PREP from elementary students from 61.9% in 2017 to 75% in 2020.

<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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
Objective 1: Increase student growth in reading on K-PREP from 64.5% to 70% by 5/31//2018 as measured by the school report card, MAP, Benchmark, PDSA, and student data notebooks.	<ul style="list-style-type: none"> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> </ul>	<b>Activity: Project Read/Daily 5</b> Implementation of high yield instructional practices in all classrooms	Eleots Instructional Rounds	<b>30-60-90 Plan</b> 	\$0
		<b>Activity: Project Based Learning</b> Professional learning with University of Kentucky Next Generation Learning. Implementation of Project Based Learning in classrooms and clubs.	Student Presentations Completion of Next Gen		\$0
	<ul style="list-style-type: none"> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> </ul>	<b>Activity : RTI Implementation</b> Intense intervention delivered to small groups that are one to two years below grade level in math, reading, and writing. This intervention occurs at all levels. Multiple opportunities for intervention are scheduled within the master schedule.	RTI team		\$0
		<b>Activity: Monitor Student Progress</b> Student progress is monitored daily/weekly/monthly using data supplied within the program. Individualized instruction and support systems are delivered as needed.	PLC Minutes		\$0
<ul style="list-style-type: none"> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> </ul>	<b>Activity: Grade and Vertical PLC Meetings</b> Weekly grade level PLCs and one a month vertical PLC meetings help us to identify student progress and develop individualized plans to support student growth.	PLC Minutes	\$0		



Goal 1: Ewing Elementary will increase the average combined reading and math K-PREP from elementary students from 61.9% in 2017 to 75% in 2020.					
		<b>Activity: Classroom Monitoring</b> Eleots are utilized on a weekly basis to accumulate data to support a student friendly learning environment engulfed in high yield instructional practices. This data allows our team to analyze our gaps and strengths and develop actions plans to continue to support student growth.	Eleot Data		\$0
Objective 2: Increase student growth in math on K-PREP from 59.2% to 65% by 5/31//2018 as measured by the school report card, MAP, Benchmark, PDSA, and student data notebooks.	<ul style="list-style-type: none"> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> </ul>	<b>Activity: Math Design Collaborative</b> Formative Assessment Lessons will be completed during units of study to allow students the opportunity to showcase their learning in various ways.	Coaching notes Formative and Summative Data		\$0
		<b>Activity: Alignment of Assessments and Standards</b> Ensure congruency is present between standards, learning targets, and assessment measures	PLC minutes		\$0
	<ul style="list-style-type: none"> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> </ul>	<b>Activity: RTI/Computerized Program</b> Supplemental individualized instruction based on identified student need.	Data reports		\$0
		<b>Activity - Coaching and Mentoring on MDC</b> Utilize professional learning schedule to provide release time for coaching opportunities, coupled with external support	Coaching notes		Grant Funds
	<ul style="list-style-type: none"> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> </ul>	<b>Activity: Testing Systems</b> MAP will be administered two times throughout the year (Fall and Spring). In addition, Benchmark testing will be administered three times a year. The students will test in both math and reading. Teachers will use the data to identify where the student is performing academically, at what degree the student is performing above or below level, design a plan of action to address the student's academic need, and implement the plan. Analysis of the data will be evaluated formally with each testing window and informally weekly through PLCs.	Data reports		\$0

## 2: Gap

State your **Gap** Goal

Goal 2: Ewing Elementary will increase the combined KPREP Reading and Math proficiency percentage for all students in the non-duplicated gap group from 58.2% to 70% in the 2018-2019 school year.

<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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: Ewing Elementary will increase the KPREP Reading proficiency percentage for all students in the non-duplicated gap group from 58.6% to 64% in the 2017-2018 school year.</p>	<ul style="list-style-type: none"> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> </ul>	<p><b>Activity: Comprehensive Data Analysis</b> Ensure that standardized assessment results are used appropriately to drive student achievement.</p>	Leadership Team	<p><b>30-60-90 Plan</b></p> 	\$0
		<p><b>Activity: Grade Level PLCs</b> Ensure that data is analyzed and plans are developed in grade level PLCs to target individual student needs.</p>	PLC minutes		\$0
		<p><b>Activity: Data Base for Tier Intervention</b> Utilize a data base system to ensure supports at all tiers. Develop an RTI Team that supports the organic flow from each tier. Review and analyze all student growth; applying both academic and nonacademic data to determine barriers.</p>	Data reports RTI Team		
<p>Objective 2: Ewing Elementary will increase the KPREP Math proficiency percentage for all students in the non-duplicated</p>	<ul style="list-style-type: none"> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> </ul>	<p><b>Activity: Use of Assessments</b> Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can improve their practices.</p>	Assessment data		\$0

Goal 2: Ewing Elementary will increase the combined KPREP Reading and Math proficiency percentage for all students in the non-duplicated gap group from 58.2% to 70% in the 2018-2019 school year.

gap group from 57.8% to 64% in the 2017-2018 school year	<p><b>Activity: Grade Level PLCs</b> Ensure that data is analyzed and plans are developed in grade level PLCS to target individual student needs.</p>	PLC Minutes		\$0
	<p><b>Activity: High Yield Instructional Practices</b> Implementation of high yield instructional practices delivered in small group settings. Examples include, but are not limited to: Project Read, Clubs, Daily 5, LDC mini tasks, Story Works, ELA News, Engage New York, etc.</p>	ELEOTS Instructional Rounds		\$0

**3: Graduation rate**

State your **Graduation rate** Goal

Goal 3:  
*Not Applicable*

<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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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Goal 3: <i>Not Applicable</i>					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					


#### 4: Growth

State your **Growth Goal**

Goal 4: Ewing Elementary will increase the average reading categorical growth from 64.5% in 2017 to 70% in 2019.		
<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> </ul>	<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>

Goal 4:  
Ewing Elementary will increase the average reading categorical growth from 64.5% in 2017 to 70% in 2019.


- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Ewing Elementary will decrease Language Arts novice of 22.1% to 15% in the 2017-2018 school year.	<ul style="list-style-type: none"> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> </ul>	<b>Activity: Imbedded instruction in close reading</b> <b>Activity: Modules/Mini tasks</b> High yield instructional delivery of standards imbedded instead of taught in isolation. The curriculum will be supplemented with LDC modules and mini tasks. Multiple strategies will be implemented in the classroom to have students peer review, self-review and edit student work to provide real time opportunities to improve grammar and mechanics.	Student Writing Samples	<b>30-60-90 Plan</b> 	\$0
		<b>Activity: MAP Assessment</b> MAP Language Arts will be given to 4 <sup>th</sup> and 6 <sup>th</sup> grade students in the winter to further determine instructional needs. Analysis of data during PLCs will determine further strengths and gap areas.	Data Reports		\$0
					\$0
Objective 2: Ewing Elementary will decrease Reading novice of 9.7% to 8% in the 2017-2018 school year.	<ul style="list-style-type: none"> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<b>Activity: Project Based Learning</b> Reading opportunities will be offered in various formats based on student interest to develop a culture and environment for learning.	Student projects		\$0
		<b>Activity: Clubs</b> Every Friday students have the opportunity to partake in interest clubs; however, if students are performing two grade levels below in reading they join the reading club. The reading club is for both intermediate and primary and it is centered on student Lexile levels and interest reading. Clubs incorporate high yield reading strategies while making learning engaging based on student likes.	Student projects/ Data reports		\$0
		<b>Activity: Tier II and III instruction</b> The Read to Achieve teacher pulls both one on one and small groups to provide intense literacy instruction to close all current gaps. Any student in 3 <sup>rd</sup> grade who is projected to score novice either goes in small group with the RTA teacher or participates in Project Read during breakfast club. In	Data reports RTI Team		\$0

Goal 4: Ewing Elementary will increase the average reading categorical growth from 64.5% in 2017 to 70% in 2019.					
		addition, Achieve 3000 and Smarty Ants is also utilized to support student growth in reading.			

## 5: Transition readiness

State your **Transition readiness** Goal

Goal 5: All students entering Kindergarten will be assessed using the common statewide screener (BRIGANCE)					
<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>		<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
Objective 1: Complete a portfolio or performance to show readiness for the Kindergarten school year by 05/31/2018 as measured by BRIGANCE.	<ul style="list-style-type: none"> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p><b>Activity: Academic Support Program</b> Each entering Kindergarten student will be assessed individually using the BRIGANCE screener. The teacher will then evaluate the data to determine the readiness level of the student. Differentiated instruction will be implemented to address the need of each student.</p>	Brigance Data	<b>30-60-90 Plan</b> 	\$0
		<p><b>Activity: Preschool Night</b> School obtains a list of head start/preschool students entering into school and hosts a parent prep night to guide parents in the essential skills needed</p>	Sign In		\$0



Goal 5: All students entering Kindergarten will be assessed using the common statewide screener (BRIGANCE)					
		for entering kindergarteners. work, and analyze that work during grade level PLCs to collaborate on high expectations.			
	<ul style="list-style-type: none"> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> </ul>	<b>Activity: Vertical PLCs/Collaboration Meetings</b> Head Start Meetings - Principal attends meetings to ensure communication with Head Start to improve Kindergarten Readiness. Vertical Meetings- Principal, Preschool Teacher and Kindergarten Teachers will collaborate during vertical meetings to ensure next level preparedness for preschool students.	Vertical PLC Agenda and Minutes Data Collection		\$0
					\$0
					\$0
					\$0

**6: Other (optional)**

State your **Other Goal** (optional)

Goal 6:		
<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> </ul>	<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>

**Goal 6:**

- [KCWP 6: Establishing Learning Culture and Environment](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					