

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: 75% of all 3rd-6th grade students will be Proficient in Math and Reading by 2019
 Goal 2: 80% of 5th grade students will score Proficient in Social Studies by the 2019 KPREP

<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
Objective 1: 75% of students will demonstrate a proficiency on assessments in Mathematics and Reading as measured by Benchmark and KPREP data by 2018.	Rti: teacher will collaborate with intervention staff to identify TIER 3,2 students. as determined by MAP, Benchmark, KPREP and class assessments (SWP 2,3,8,9,10)	Students will use KAHN academy, flash cards, IXL, Achieve 3000, small group instruction, one on one with teacher and para-educator, Project Read, Engageny reading and math curriculum to improve and document student improvement in Reading and Math.	Data Notebooks MAP and Benchmark 3 x's per year (fall, winter, spring) 2018 KPREP data	30-60-90 day plan reviewed Monthly	District
		Students will receive interventions with coaches one day per week and with teachers daily on identified math and reading deficient	MATH/ELA coaches data notes Classroom assessments, Data notebooks. PLC plus/delta	Review PLC Monthly	-0-
	Parent Involvement: parents will assist students with their work. Parents will attend school activities, conferences and volunteer as appropriate.	Parents will assist students in reading, math and other identified areas and will provide support to school for academic and behavior activities.	Classroom assessments PCL plus/delta	Volunteer sign in	NA
Objective 2:					

Goal 1: 75% of all 3 rd -6 th grade students will be Proficient in Math and Reading by 2019 Goal 2: 80% of 5 th grade students will score Proficient in Social Studies by the 2019 KPREP					
An increase of 10% of 5 th grade students will demonstrate proficient on the Spring 2018 KPREP	Learning targets are specific to the lesson being taught.	Implementation of Social Studies Weekly in all grades K-6 and implement connected online resources. History Alive interactive notebook.	KPREP 2018 data PLC Review Classroom assessments	PLC review monthly 30-60-90 day plan	\$1,400.
		All K-6 will incorporate field trips and virtual learning fieldtrips aligned to Social Studies standards	Classroom assessment 2018 KPREP	PCL monthly review	TBD

2: Gap

State your **Gap Goal**

Goal 2: Novice Reduction Reduce the percentage of gap students scoring novice in reading and math by 10% annually spring 2018 and Spring 2019					
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>	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>		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.		
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding

Goal 2: Novice Reduction Reduce the percentage of gap students scoring novice in reading and math by 10% annually spring 2018 and Spring 2019									
Objective 1: Identify novice students using MAP, classroom assessments, Benchmark and KPREP data.	Identified students will receive one on one intervention specific to their needs for skills, concepts, behavior and self-help skills,	Teachers monitor novice students and use appropriate strategies such as interventions, one on one instruction on specific math and reading concepts, IXL math and Language in the computer lab, Achieve 3000,	Classroom assessments, Benchmark, MAP, Achieve 3000 data and Spring 2018 KPREP. Data notebooks, progress notes	Monthly 30-60-90 plans review.	NA				
Objective 2:									

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: N/A for Elementary		
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> <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 	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> <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 	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.

Goal 3: N/A for Elementary					
		<ul style="list-style-type: none"> 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:					
Objective 2:					

4: Growth

State your **Growth** Goal

Goal 4: Increase the average combined reading and math categorical growth from 49% to 65% in 2019		
<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 	<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 	<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:
Increase the average combined reading and math categorical growth from 49% to 65% in 2019

<ul style="list-style-type: none"> KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> 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 	
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 16% increase of 3-6 students will demonstrate proficiency on the KPREP test	Use a variety of assessments, formative, summative, Benchmark, KPREP to monitor student growth in reading and math.	Students will use KAHN academy, flash cards, IXL, Achieve 3000, small group instruction, one on one with teacher and para-educator, Project Read, Engageny reading and math curriculum to improve and document student improvement in Reading and Math.	Classroom Assessments Benchmark KPREP 2018 Data notebooks	PLC Data Review Monthly and Tri monthly.	
Objective 2:					

5: Transition readiness

State your **Transition readiness** Goal

Goal 5:
65% of all kindergarten students will be kindergarten ready by Fall 2018

<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 	<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 	<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 5:
65% of all kindergarten students will be kindergarten ready by Fall 2018

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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 65% of all K students entering K will meet the Readiness component by Fall 2018	Implement preschool standards into the teaching and learning for preschool students.	One on one interventions for students with special needs. Introduction of letters and numbers, colors, shapes, social skills and literacy.	K Brigance Data fall 2018	PLC monthly	
		Identified 3-4 year olds will attend preschool	Brigance Data IEP	IEP progress and yearly ARC meetings.	
Objective 2:					

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:
N/A

<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
Objective 1:					
Objective 2:					