

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

<p>Goal 1: By 2019, the percentage of all students scoring P/D in Reading will increase to 62% in grades 3-6.</p>					
<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> <p>All certified staff will monitor their homeroom student's performance to include growth, proficiency, lexile levels using the The monitoring will be on going basis throughout the year with necessary referrals and/or adjustments made when needed. Funding for Achieve 3000 and IXL will be with district funds if available. RTI process and monitoring will be no cost.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By May 2018, all students in grades 3-6 will show an increase of 5% on reading and math proficiency.</p>	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support-All teachers will utilize a systemic process to monitor student interventions 	<p>Activity-Progress Monitoring All teachers will collaboratively create and utilize a similar format to track and monitor student interventions in Reading and Math.</p>	Benchmark Proficiency MAP Performance Levels.	March 2018 April 2018	
		<p>Activity-RTI Develop a clearly defined RtI school/district-wide process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring tools.</p>	Student growth on above assessments	March 2018 April 2018	
		<p>Activity- Teachers will utilize Achieve 3000 and/or IXL to monitor student's progress weekly in Reading and Math.</p>	Monthly results of students on Achieve 3000 and IXL	Monthly reports	

Goal 1: By 2019, the percentage of all students scoring P/D in Reading will increase to 62% in grades 3-6.					
Objective 2: By May 2018 62% of all students in 3-6 will demonstrate proficiency in Reading on the state test.	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards All teachers will receive professional development in the area of best practices/high yield strategies in Social Studies. 	Activity- Identify all students showing limited growth on previous KPREP assessment and provide targeted plan for reading improvement utilizing Achieve 3000 and IXL.	Students overall Lexile level improvement as documented through Achieve 3000.	. Monthly tracking of student progress	\$500.00 Instructional Funds
		Activity- Provide students with daily remedial assistance utilizing Great Leaps that were previously identified.	Great Leaps documentation	Monthly GL logs	N/A

Goal 2: By May of 2019 5 th grade students will increase their proficiency and above score from 32% to 50% in Social Studies.		
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. All homeroom teachers will utilize a research based program in Social Studies that covers the C3 standards. This instruction will occur throughout the given time period of 2018-2019.

Goal 2: By May of 2019 5 th grade students will increase their proficiency and above score from 32% to 50% in Social Studies.					
		<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: By 2018 5 th grade students will increase the proficiency and above scores in Social Studies by 15 percentage points.	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards All teachers will become familiar with the C3 standards. Identifying specific grade level content.	Activity- All teachers will receive professional learning in Social Studies that will guide the instruction of the C3 standards.	Lesson plans Observed activities/Eleot	2018-2019	
		Activity- All students will be given opportunities to experience virtual field trips through the use of chrome books.			
		Activity-Professional Learning Teachers will have the opportunity to identify a specific research based Social Studies program and work collaboratively with other peers to provide professional learning which will promote student achievement.	Student grades on summative assessments will be monitored for proficiency.	Grading period performance in S. S	\$500.00 Instructional Funds
Objective 2:					

2: Gap

State your **Gap** Goal

Goal 2: By 2019 the school will increase the combined reading and math proficiency rates for the free/reduced gap group to 50%.		
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.
	<ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities 	

Goal 2:
By 2019 the school will increase the combined reading and math proficiency rates for the free/reduced gap group to 50%.

<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 	<ul style="list-style-type: none"> 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>All certified staff will identify students that fall into the free/reduced category. Those students will have their data tracked throughout the year by using short term data- Achieve 3000 and IXL data.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By 2018 the combined reading and math proficiency rates for the free/reduced gap group will increase to 50%.</p>	<ul style="list-style-type: none"> KCWP 2: Design and Deliver Instruction <p>All teachers will ensure that instructional modifications are made based upon the immediate feedback from formative assessments. s</p>	<p>Activity- Professional Learning- All teachers, classroom and special education teachers will work together to understand various modifications techniques and strategies for meeting the needs of all students.</p> <p>Activity- Teachers will use formative assessment data from daily instruction to create specific plans for individual students in our Achieve 3000 and IXL programs.</p> <p>Activity- Students needing intervention will receive Math Intervention and/or Reading Intervention daily.</p>	<p>Proficiency of students on Benchmark and Map assessments.</p> <p>Achieve 3000 IXL Data</p> <p>Intervention Logs Reading and Math summative assessment data</p>	<p>March 2018 April 2018</p> <p>Monthly classroom reports 2018</p> <p>Monthly Intervention Logs Grades on grade cards</p>	<p>District Funds (if available)</p> <p>ESS funds</p>
<p>Objective 2:</p>					

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:
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:					

Goal 4:
By May of 2019 Increase the combined Reading and Math % from 59.7% to 69.5% 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 • 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> <p>All homeroom teachers will utilize a research based program in Social Studies that covers the C3 standards. This instruction will occur throughout the given time period of 2018-2019.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By 2018 all students will increase their growth percentages in Reading and Math by 10%</p>	<ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards <p>All teachers will become familiar will utilize MAP and Benchmark data to identify specific standards for re-teaching. .</p>	<p>Activity- All teachers will document students growth from each MAP and Benchmark assessment to monitor students individual performance change.</p> <p>Activity- Data will be used to identify specific standards that students are struggling with. Achieve 3000 will be used to target those standards for individual intervention.</p> <p>Activity-Intervention sessions will occur in Reading and Math twice weekly with intervention teachers. Individual teachers will provide intervention during scheduled computer time.</p>	<p>Teacher data</p> <p>Student increase toward proficiency on MAP and Benchmark test.</p>	<p>2018-2019</p>	
<p>Objective 2:</p>					

5: Transition readiness

State your **Transition readiness** Goal

<p>Goal 5: Decrease the number of students performing on the Kindergarten Brigance assessment from 70% not ready to 50% not ready by 2020.</p>					
<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> <p>The Born Learning Academy will be held throughout the remainder of this school year for children 0-5. The Family Resource center will oversee the attendance and activities for parents. Preschool opportunities were implemented for some students in the Fall of 2017.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By May 2019 entering Kindergarten students will show an increase of 10% for school readiness.</p>	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data <p>Kindergarten staff and FRC staff will analyze data regarding kindergarten readiness.</p>	<p>Activity- Kindergarten staff will work with FRC to provide learning opportunities for preschool parents on readiness skills.</p>	Attendance at Born Learning Academy	Monthly Mtgs. 2017-2018	Born Learning Grant
		<p>Activity-Through the Borne Learning Academy preschool parents will be trained in strategies to use with their child and also informed of kindergarten expectations.</p>	Brigance 2018	Aug. 2018	
		<p>Activity-Prior to the school year entering kindergarten students will have the opportunity to attend Jumpstart that provides readiness activities.</p>	Attendance and pre assessment at registration	March 2018	
		<p>Activity- Students entering in 2018 and beyond will have had the opportunity to attend Preschool within the public school setting.</p>	Number of enrollees in the preschool setting	August 2018	
<p>Objective 2:</p>					

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:					
<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
Objective 1:					
Objective 2:					