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 <mark>*Proficiency*</mark> **Goal**

Goal 1:
Increase the averaged combined reading and math K-Prep scores for elementary from 80.3 in 2017-18 to 82 in 2019.

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 I: By May 2019 67% of our student population will score at or above proficiency in reading and math combined as evidenced by STAR/MAP.	KCWP 4: Review and Analyze Data: Teachers will continuously provide differentiated instruction that meets the needs of all students and will monitor progress. Student Data sheets will monitor students MAP, STAR progress.	In plc meetings teachers will analyze and compare assessment data to monitor student progress and guide instruction. Formative/Summative/Math Benchmark data, universal screeners, progress monitoring and a focus on test item analysis will be used to systemically gather data, reflect and make adjustments to instruction.	MAP/STAR progress from term to term		TITLE I
	Small group instruction and Individualized instruction and will use Simple Solutions to increase standard mastery.	Teachers will meet students at their individual level to ensure content mastery.			Title 1
	Reflex Fact Fluency for math will be purchased.	Used in small group and RTI for fact fluency.			TITLE I
Objective 1:					

2: Gap
State your <mark>Gap</mark> **Goal**

Goal 2:
Decrease the number of novice from 11.49% in 18-19 in the economically disadvantaged group to 9.4 % in 19-20. Decrease the number of novice in Special Education Reading from 19.4% in 18-19 to 17.4% in 19-20.

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.)*	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.*	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.
• 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	• 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	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: In May 2019 novice levels in reading/SpEd. will reduce from 19.4% to 17.4% (also 2021 goal), and Math/econmically disadvantaged from11.49 to 9.4 (also 2020 goal)	KCWP 4: Review and Analyze Data: To increase reading and Math scores moving more students from the novice and apprentice levels. Small group instruction Individualized instruction Fact Fluency	Intervention will focus RTI on Primary students	MAP/STAR data		
		Purchase more intermediate AR reading material	STAR data		
		Reading/Writing PD for teachers	Teacher completion		
	Defined RTI strategy Student Data Charts Ensure Data is used appropriately to address student needs	Bridges/SOS to Encode/Story Comprehension to Go and Reflex	RTI data		TITLEI

3: Graduation rate
State your *Graduation rate* **Goal**

Goal 3:
NA

| 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:					
Objective 2:					

4: Growth
State your <mark>Growth</mark> **Goal**

Goal 4:
Increase growth from 43.1 in 2018-19 to 55 **.**

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: By May 2019 82% of our students will score at or above proficiency in reading and math combined as evidenced on KPREP.	KCWP 4: Review and Analyze Data: Students will show growth based on MAP/STAR data. Defined RTI strategy Student Data Charts Ensure Data is used appropriately to address student needs	Create and monitor a "Watch List" for students performing below proficiency.	MAP/STAR/REFLEX data		Title I
		Ensure proper data collection efforts are implemented in Running Record documentation (i.e. ELA – fluency, comprehension, articulation; Math- numeracy).	MAP STAR REFLEX and RTI data		Title I
Objective 2: As evidenced by 2020 KPREP scores, growth will increase from 43.1 to 55.	KCWP 2: Design and Deliver Instruction	Ensure item analysis methods are occurring within PLC's to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what are those adjustments.			Title I

Goal 4:				
Increase growth from 43.1 in 2018-19 to 55 **.**				

5: Transition readiness
State your <mark>*Transition readiness*</mark> **Goal**

Goal 5:		
To ensure students will be successful in middle school we will increase combined reading and math scores from 80.3 in 18-19 to 82 in 19-20.		
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 •	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: By May 2019 67% of our student population will score at or above proficiency in reading and math combined.	KCWP 5: Design, Align and Deliver Support: Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports.	Primary standards based reporting.	9 weeks report cards		
		Student data sheets and intentional discussion of individual students during Monthly PLC's	MAP/STAR data		

Goal 5: To ensure students will be successful in middle school we will increase combined reading and math scores from 80.3 in 18-19 to 82 in 19-20.				
v				

6: Other (optional)

State your <mark>Other</mark> **Goal** (optional)

Goal 6:		
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:					

Goal 6:					
Objective 2:					