

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: Increase the average combined reading and math proficiency ratings for all students to 75% by 2030.					
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">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment		<ul style="list-style-type: none">KCWP1: Design and Deploy Standards - Continuous Improvement ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Collaborate to increase the average combined reading and math proficiency ratings for all students in SG Elementary from 41.0 to 43.5 and SG Middle from 44.9 to 47.4 as measured on the 2018 State Assessment.	Literacy/Writing	Unit Development	Completed Units (Template)	May 2018 (Principal)	PD
		Revised Writing Plan	Increased Writing Practice Across Grades	May 2018 (Principal)	PD
		Summative Assessments	Submitted with Units	May 2018 (Principal)	General Fund
		Implementation of the Read 180 Program	Class Rosters	Quarterly (DoSE)	IDEA
	Student Engagement	Kagan	District Walkthrough Document/Unit Plans	Ongoing (Superintendent)	PD, Title II
		PD – ACES, Book Study, District Visits, etc.	PD Plan	December 2018 (Admin Team)	PD, Title II
		Student Goal Setting – MAP, Classroom Guidance	Goal Cards, Counselor Schedule	Ongoing (Teacher, Counselor)	-0-
		Mentoring – 5 th Grade Mentoring Groups, Lions/Cubs	Counselor Schedule	December 2018 (Counselor)	-0-
		Learning Walks	District Walkthrough Documents	Quarterly (Admin Team)	-0-
		Student Incentive/Recognition Programs	Assembly Schedules, Reward Activities	Ongoing (All Staff)	General, Donations

2: Gap
State your **Gap** Goal

I. Goal 2: Reduce the number of students in the non-duplicated gap group scoring Novice on state assessments (combined reading and math) to less than 18% by 2030.					
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 StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 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 ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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: Collaborate to decrease the average combined reading and math novice ratings for all non-duplicated gap students in SG Elementary from 31.05 to 28.25 and SG Middle from 34.15 to 31.35 as measured on the 2018 State Assessment.	Support Students Scoring Below Benchmarks	Response to Intervention/ESS	Schedules, Rosters, Student Test Scores	December 2018 (Principal, Title I & ESS Coordinators)	Title I, ESS
		Electives	Schedules, Rosters	Quarterly (Principal, Counselor, Staff)	General Funds
		Technology Based Interventions: Math Facts, Edmentum, Mobymax, etc.	Reports, Student Grades	December 2018 (Principal, Staff)	SBDM
		Advisory Team Meetings (Triannual)	Schedule	December 2018 (Admin Team, Staff)	-0-
		Summer Learning Opportunities	Rosters, Schedules	September 2018 (Principal, Superintendent, DoSE, Teachers/Staff)	ESS, Grants, General Fund
		Preschool Partnership Grant	June 30, 2018	DoSE, Superintendent, Principal	Grant, IDEA

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Not Applicable – P-8 District					
<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 StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 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 ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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:					

4: Growth
State your **Growth** Goal

Goal 4: By 2030, 75% of the students will show adequate growth toward their proficiency goal.					
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 StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 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 ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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: Collaborate to ensure at least 50% of all students in grades K-8 meet adequate yearly growth on grade level assessments.	Provide Quality Instruction to Support Growth for Students	Monitor student growth by Administering MAP Benchmark Assessments 3 times per year. Data will be utilized to make informed decisions.	MAP Reports	Fall, Winter, Spring (Admin Team and Staff)	SBDM
		Implement Research Based Interventions/Extensions (as described above)	Schedule, Goal Setting Cards, Additional Reports Data, Unit Plans	Ongoing (Admin Team, Staff)	SBDM, General Fund, Title I, IDEA

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: By 2030, 75% of 5 th and 8 th grade students will be <i>Transition Ready</i> as determined by state assessments.					
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 StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 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 ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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: Collaborate to ensure that 40% of SG Elementary 5 th graders are <i>transition ready</i> and 60% of SG Middle 8 th graders are <i>transition ready</i> as measured on the 2018 state assessment.	Provide Support to Transitioning Students	5 th Grade Mentoring Groups	Scheduled Groups, Adhoc Reports – Failures, Discipline Referrals	May 2018 and ongoing next year (Counselor)	-0-
		8th Grade High School Visits	Schedule	December 2018 (Counselor)	General Fund
		Counselor Assist with the High School Application Process	Completed and Submitted	December 2018 (Counselor)	-0-
		Middle School Orientation	Schedule	September 2018 and ongoing (Admin Team, Staff)	FRYSC, General Fund

6: Other (optional)

State your **Other Goal** (optional)

Goal 6: Increase community and parent involvement for all students.					
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 StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 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 ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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: Provide collaborative opportunities for community members and families to actively participate in student learning.	Increase Family/School Connections	Readyfest	Schedule, Flyer	September 2018 (Admin Team, Staff)	FRYSC
		Preschool Book of the Week Program	Book List	December 2018 (DoSE)	Grant
		Family Engagement Events – Preschool Family Night, Fine Arts Night, Winter and Spring Concerts, Literacy Night, MMS (kindergarten), etc.	Calendar of Events	December 2018 (Admin Team, Staff)	Grant, FRYSC, General Fund
		Social Media Outlets – Web Page, Facebook Page, Twitter	Posts, Likes, etc.	December 2018 (Superintendent, Tech Coordinator)	-0-
		Children Inc. Wrap Around Program	Student Enrollment	December 2018 (DoSE, Principal, Children Inc.)	Grant, General Fund
		Lion’s Pride Parent Group	Scheduled Meetings	December 2018 (Group Officers)	Private Funding
		Weekly Communication Email	Email Distribution List	December 2018 (Tech Coordinator)	-0-

	Increase Community Connections	Optimist Club	Scheduled Meetings	December 2018 (Superintendent & Principal)	-0-
		Arbor Day Contest	Yearly Event	Spring 2018	-0-
	Create Student Centered Activities	Chess Club, Student Council, Middle School Dance, Girls on the Run, etc.	Scheduled Events, Student Participation	December 2018 (Staff)	Grant, etc.