

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: By 2023, 80% of students at West Marion Elementary School will be proficient in reading, math, social studies, science and writing.					
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 By May 2018 according to KPREP, WMES will have 66% proficient/distinguished in reading, 70% proficient/distinguished in math, 73% proficient/distinguished in social studies and 65% proficient/distinguished in writing.	KCWP 2: Design and Deliver Instruction –This strategy is critical to the growth of all students at West Marion Elementary School by improving our abilities to design and implement instruction so that the students at West Marion Elementary School will improve in all academic areas.	Develop effective PLC meetings that meet regularly to evaluate student work and instructional effectiveness.	PLC minutes	December 2017 March 2018 May 2018	
		Ensure continuation of live scorings so that students receive immediate feedback.	Live scoring schedule and results	December 2017 March 2018 May 2018	
	KCWP 4: Review, Analyze and Apply Data—This strategy allows WMES to continuously monitor student progress so that we can effectively plan and implement strategies based on student data.	This will be achieved through analyzing results from MAP assessment, common assessments, Brigance, live scoring data, SRI, DRA, KPREP, running records, etc.	Student growth on previously mentioned assessments.	December 2017 March 2018 May 2018	
		Utilize data wise questions to evaluate “as is” state including questions like-What does the data tell us?, What does the data not tell us?, What are causes for celebrations?, What are causes for concern?, What are effective, high yield strategies that could be incorporated into lessons?	Student growth on previously mentioned assessments and PLC discussions.	December 2017 March 2018 May 2018	

2: Gap
State your **Gap** Goal

Goal 2: By 2023, 65% of non-duplicated GAP students at West Marion Elementary School will be proficient in reading, math, social studies, science and writing.					
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: By May 2018 according to KPREP, WMES will score 75% in Reading, 72% in Math, 77% in Social Studies and 64% in Writing and 65 % in Science	KCWP 2Design and Deliver Instruction – This strategy is crucial to the growth of all students at West Marion Elementary School. By improving our abilities to design and implement instruction, students at GES will improve in all content areas	Teachers will participate in a book study, Who’s Doing the Work? and to learn new strategies for literacy in all grades. Ensure that students understand the success criteria for each learning target. (Our learning target today is--- and we will know we are successful when we ---.) Learning targets will be posted and referred to throughout lesson			
		Protocols for RTI Tiers 1,2 and 3 are met and students are identified appropriately with regular reviews 3 times a year after MAP testing			
		Create and monitor a “Watch (Cusp) List” for students performing below proficiency. Enact communication protocols for parents/guardians regarding placement and progress in intervention support systems	Parent teacher conferences, RtI meetings, AIMSWeb data, “Watch List” data	December 2017 March 2018 May 2018	

3: Growth

State your *Growth* Goal

Goal 4: By 2023, 80% of students will reach the student growth norm for their grade level according to MAP research.

Beginning to End of Year		
Grade	Reading	Math
K	17.1	19.1
1	16.8	18.4
2	14	15.2
3	10.3	13
4	7.8	11.6
5	6.1	9.9

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:	<ul style="list-style-type: none">KCWP 5: Design, Align and Deliver Support	Goal-setting- Schools will meet in concurrent PLC groups to review and modify established goals based on available data using the Activate,	PLC meetings, individually student	2017-18	

<p>By May 2018, 60% of students will reach the student growth norm for their grade level according to MAP research (below).</p>	<ul style="list-style-type: none"> What system or processes are in place to ensure appropriate academic interventions are taking place to meet the needs of all students? What data is monitored and evaluated to ensure high levels of teacher effectiveness and student learning? What data points inform modification to curriculum and instructional practices? 	<p>Inference, (MAP, Common Assessment) Additionally teacher and students will collaborate to develop individual growth goals.</p>	<p>goals, common assessment data</p>		
	<p>KCWP 2: Design and Deliver Instruction</p>	<p>Student Empowerment - provide students with opportunities to make deeper connections with their learning by implementing the Leader in Me model, personalized learning environments, and club opportunities.</p>	<p>Council of Pages leadership team. PTP/GT opportunities, club offerings</p>	<p>2017-18</p>	
	<p>What is the process classroom teachers use when measuring instructional effectiveness based on student data? How does the teacher ensure lessons are designed with students' cultural, social, and developmental needs in mind? How do teachers determine the most appropriate and effective high yield strategies in order to ensure congruency to the intent of the learning target? What system is in place to ensure students take responsibility for their own learning?</p> <ul style="list-style-type: none"> KCWP 6: Establishing Learning Culture and Environment 	<p>Evidence-based strategies- Strategies will be utilized that are grounded in research so that skill-deficit(s) are addressed through targeted interventions and acceleration opportunities for exposure to advanced content.</p> <p>Family Engagement- Activities such as Family Data Nights, Literacy Events, Reading Celebration, Born Learning, Special Programs events and services to support families and students working together to increase awareness and identify any needed supports.</p>	<p>Family night sign in sheets, photos, and agendas. Title 1 survey data Born Learning sign in sheets, photos and agendas. FRC family assistance</p>	<p>2017-18</p>	

	What processes are in place to communicate with parents in order to address barriers to learning? What processes are in place to communicate with students in order to address barriers to learning? Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, etc				
--	---	--	--	--	--

4: Transition readiness

State your **Transition readiness** Goal

Goal 5: By 2023, 75% of students will reach reading and mathematics transition readiness benchmarks. (College readiness benchmarks will be measured as students reaching the 69th percentiles on MAP)					
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 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"> 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
Objective 1: Objective 1: By May 2018, 40% of students will reach reading and mathematics transition readiness	<ul style="list-style-type: none"> KCWP 5: Design, Align and Deliver Support Implement and commit to purposeful, scheduled monitoring efforts in accordance	21st Century Learners- Further develop and refine process used to make connections with the content and 21st century skills , (communication, creativity, commitment, collaboration, content, critical thinking). School personnel will engage in professional learning in the areas of redefining		PLC minutes, I2 Conference, Social Skills programs, integration of new technology programs, ewalks	December 2017 March 2018 May 2018

benchmarks. (College readiness benchmarks will be measured as students reaching the 69th percentiles on MAP	with continuous improvement needs. Identify curricular modification needs using pre-assessment strategies, and use data results to “frontload” concepts where high levels of below proficient prerequisite skills are identified. Incorporate professional knowledge of best practice and high yield strategies with knowledge of personalized student needs to procure a unique match that will propel student achievement	readiness, the changing nature of work, acceleration of technology, core social emotional skills.			
	<ul style="list-style-type: none">KCWP 6: Establishing Learning Culture and Environment Enable students to develop leadership roles within the school. . Enable students to develop leadership roles within the classroom	College Readiness/Transition Readiness- College Visits, Technical School visits to create a purposeful vertical approach to transition readiness. 3rd grade--College visit 4th grade--ATC visit 5 th grade—Bump Up Day to district middle school	College/ATC visit, Bump Up Day agendas	December 2017 March 2018 May 2018	
		Leadership- continuation of Leader in Me to provide leadership experiences for students at all grade levels. Lesson planning will reflect student ownership in the learning.	Council of pages student, leadership roles, action team minutes, Lighthouse minutes, lesson plans	December 2017 March 2018 May 2018	