## 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***

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| *Goal 1: By 2020, CHHS will increase the combined reading and math proficient and distinguished from 59.3 % to 73.1%* |
| *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*](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [*KCWP 2: Design and Deliver Instruction*](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
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* [*KCWP 6: Establishing Learning Culture and Environment*](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | *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*](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | *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 and Responsible Person(s)* | *Progress Monitoring Date & Notes* | *Funding* |
| Objective 1:Increase proficiency in Reading from 61.3 to 69.1 by 2019..Objective 2:Increase proficiency in math from 57.2 to 67.8 by 2019Objective 3:Increase proficiency in writing from 71.6 to 76.6 by 2019. | KCWP #2: Design and Deliver Instruction | *Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery***.****Activity: Resources**Instructional resources, activities, and trainings that are necessary to increase proficiency are aligned to the curriculum, Common Core and/or National Standards will be funded (i.e. textbooks, technology, programs, etc.) | Department ChairsAdministrationDepartment/PLC minutes |  | DistrictTitle 1KETS |
| **Activity: Professional Learning Communities**All core content area teachers create and analyze common formativeassessments. PLC's will provide data driven instruction based onassessments. Training to sustain this process will be provided asneeded.Leadership decisions are focused on student academicperformance and are data-driven (assessment results, placement tests,MAP tests, PLC minutes & A-Team minutes) and collaborative.**Activity:Professional Development**All staff has been trained in Literacy First either in intensive or contentlevel. Literacy First strategies and other Reading strategies will be sustained via annual update and administration evaluation**Activity: Reading Specialist/Teacher** Sustain use of a reading specialist/teacher to instruct ninth and tenth gradestudents who need assistance in reading to include using the Literacy FirstProgram. Continue to have Developmental Reading classes and utilize areading coach. | AdministrationPLC LeadersPLC minutesAdministrationProfessional Development planAdministrationMaster Schedule  |  | Title 1District |
|  | **Activity: Writing Models**Teachers will follow the school writing policy. A writing policy and program are implemented and periodically reviewed and analyzed to make adjustments as needed to improve student writing. A writing/curriculum specialist will be hired as needed for consult to assist teachers in developing writing activities. | TeachersStudent/teacher Writing folder |  | Title I |
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|  | KCWP #5 Design, Align and Deliver Support | *Develop school culture supports, both academic and behavioral, to promote and support learning for all.***Activity: Secondary Instructional Specialist**A Math Interventionist will oversee all areas of math intervention. | AdministrationLead report |  | District |
| **Activity: Student Tutors/Peer Mentors**Provide student tutors in core mathematics and biology classrooms as well as classes with ESL students;student tutors for several subjects during Power Hour. | CounselorsStudent Schedules |  |  |
|  | **Activity: FLIP class:**Students not passing Algebra I, 2A, or Biology part A, may be placedin a non-traditional, intervention focused FLIP classroom which allows formore individualized and differentiated remediation via the use of iPads andrecorded teacher instruction. | Math InterventionistMath teachers Student Schedules |  |  |
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## *2: Gap*

*State your Gap* ***Goal***

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| *Goal 2: By 2020, Central Hardin High School will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students from 44.5 to 61.9* |
| *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*](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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 | *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*](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | *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 and Responsible Person(s)* | *Progress Monitoring Date & Notes* | *Funding* |
| Objective 1:Increase proficiency of Non-duplicated gap group in Reading from 44.2 to 54.4 by 2019..Objective 2:Increase proficiency of Non-duplicated gap group in math from 43.2 to 56.4 by 2019Objective 3:Increase proficiency of Non-duplicated gap group in writing from 58.4 to 66 by 2019. | KCWP5: Design, Align and Deliver Support | *Enact communication protocols for parents/guardians regarding placement and progress in intervention support systems**Develop school culture supports, both academic and behavioral, to promote and support learning for all***Activity: Support Services** The school provides organizational structures to reduce barriers to learning(e.g. health education, one-on-one health counseling, immunizations,screenings, emergency and first aid services.) Structures are in place to ensure that all students have access to all of thecurriculum (e.g. Intervention Assistance Program, character education,preventative education addressing pregnancy, HIV, and STD;s, individualmental health counseling, support for pregnant teens and teen mothers,Anger Management groups, transitional support groups, Grief Counseling,and at-risk support groups). | YSCYSC planNurse’s records |  | *District**FRYSC* |
| **Activity: ESS**Extend ESS beyond the district program schedule to throughout the schoolyear and include math tutoring two mornings (as-needed). | ESS CoordinatorESS attendance log |  | *State* |
| **Activity KSI/RTI**An Intervention Assistance Team/KSI team meeting will be held to assist identified at-risk student needs**Activity: Power Hour**Additional time for students to seek help and/or have extendedresearch/computer time is available every day from 12-1.**Activity: Stakeholder Involvement**Opportunities are provided to families and the community to be active partners in the educational process and work with the school to promote programs and services for all students | Guidance and Administration failure rate dataAdministration |  | General FundState Funds |
|  | KCWP 2: Design & Deliver Instruction | *Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.***Activity:Implementation and Intervention Strategies in Special Education**Special Education teachers will focus on activities and strategies to help individually target the academic growth of students on their caseload | TeachersPLC minutes |  |  |
| **Activity: ELL Development**Teachers of ELL students are updated via a short training as needed with current resources and best practice for ELL students. | AdministrationPD Plan |  | District funds |
| **Activity: Cooperative Learning PD**Teams of regular ed. and collab teachers will share and implement training, Kagan Cooperative Learning, to strengthen their teamwork skills and to expand their knowledge of engaging instructional strategies.**Activity: Targeted Math Interventionist**A math interventionist/tutor uses the school day to pull out students that are failing or are in danger of failing Algebra I, for very individualized one on one tutoring. This intervention is sustained until the student is able to meet academic expectations in the class. | AdministrationPD PlanFailure ratePLC notes |  | District FundsDistrict Funds |

## 3: Graduation rate

State your *Graduation rate* **Goal**

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| Goal 3: By 2020, Central Hardin will increase the cohort graduation rate from 95.3% to 97.1% |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
| Objective 1: By 2019, Central Hardin High School will increase the graduation rate from 95.3% to 96.5% as measured by the number of students receiving diplomas. | 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 support.***Activities: Apex, credit recovery, dropout prevention, PBIS, community mentor, etc.** | Graduation ReportsApexYSCAdministration & counselors |  | DistrictFRYSC |
| *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*.**Activities: Apex, credit recovery, dropout prevention, PBIS, community mentor, etc.** | Graduation ReportsApexYSCAdministration & counselors |  | DistrictFRYSC |
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## 4: Growth

State your *Growth* **Goal**

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| Goal 4: N/A for high schools |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
| Objective 1: |  |  |  |  |  |
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| Objective 2: |  |  |  |  |  |
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## 5: Transition readiness

State your *Transition readiness* **Goal**

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| Goal 5: By 2020. Central Hardin High School will increase the percentage of seniors successfully transitioning to college, career, or military from 70.8% to 78.6%. |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
| Objective 1:By 2019, the percentage of Central Hardin High School seniors transitioning to college, career, or military will increase from 70.8% to 76% | KCWP 5: Design, Align and Deliver Support | *Incorporate professional knowledge of best practice and high yield strategies with knowledge of personalized studentneeds to procure a unique match that will propel student achievement***Activity: Advanced classes to accelerate towards college preparedness****(Advanced Placement Classes, Dual Credit classes, EC3 career pathways/industry certificates)** | AdministrationCounselorsTeachersCourse Guide Handbook/Master schedule |  | districtfederal |
| **Activity: Classes to accelerate towards a career or military.****(EC3 career pathways/industry certificates and JROTC program)** |  |  | districtfederal |
| *Assure consideration and addressment of non‐academic barriers to learning.***Activity: Career fair, ILP, Scheduling Information Sessions, Financial Aid seminar, FAFSA Assistance Day, One to One scheduling, open houses,various informational sessions for parents, work ethic, college/career mentoring)** | AdministrationCounselorsEvents Calendarwork ethic certification |  | district |
|  |  | **Activity: Intensive College Readiness class****Focus on meeting ACT benchmarks** | Administration/CounselorsACTKyote |  | statedistrict |
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## 6: Other (optional)

State your *Other* **Goal** (optional)

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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
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| Objective 2: |  |  |  |  |  |
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