## 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 2020, Cecilia Valley Elementary School will increase the combined (reading and math) percentage of proficient/distinguished students to 69.7%. |
| --- |
| 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)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)
* [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)
* [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
 | 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:By 2019, 67.7% of Cecilia Valley will score at or above proficiency in the area of reading and math | KCWP 2; Design and Deliver Instruction | Ensure the selection of high yield instructional strategy usage within lessons. **(PLC meetings, Professional Development, Faculty Meetings, Vertical planning through SBDM and Content committees, ESS, KSI, Classroom Walkthroughs, Master schedule, Scrimmage testing, iRead, Math 180, Journeys Reading, Edgenuity: Pathblazer, Measures of Academic Progress (MAP) Reflex Math, etc.)** | Measure of success:* walk-through data
* student reports
* lesson plans

Persons responsible:* Leadership Team
* Teachers
* HCS District Staff
* GRREC
 | May 2018Fall 2018December 2018* State Assessment Scores Release
* School Report Card
* MAP data
 | Title 1ESSTextbook/Instructional PPADistrict FundsPD Funds |

## 2: Gap

State your *Gap* **Goal**

| Goal 2: By 2020, Cecilia Valley Elementary School will increase the combined reading and math proficiency rates for all students in the non-duplicated Gap Group. |
| --- |
| 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)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.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:By 2019, Cecilia Valley Elementary School will increase the combined reading and math proficiency rates for students receiving free and reduced lunch from 51.1% to 69.5% and students with disabilities from 24% to 61.7%. | KCWP 2: Design and Deliver Instruction | Utilize knowledge of best practice/high yield instructional strategies to aid In curricular adjustments when students fail to meet mastery. ***(PLC meetings, ESS, Classified intervention support, Master schedule, KSI, Classroom walkthroughs.) (Barrier Reduction supports: FRYSC, Cradle School, Preschool, BackPack program, Nursing Services, EL services, RTI, ESS, Special Education)*** | Measure of success:* walk-through data
* student reports
* lesson plans

Person Responsible: * Leadership Team
* Teachers
* Preschool Staff
* FRC Coordinator
 | Fall 2018: * State assessment scores release
* School Report Card
* MAP data
 | District FundsTitle 1ESS FundsPD Funds |

## 3: Graduation rate

State your *Graduation rate* **Goal**

| Goal 3: N/A |
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| 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)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.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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## 4: Growth

State your *Growth* **Goal**

| Goal 4: By 2020, Cecilia Valley Elementary School will increase the combined reading and math growth rates in grades 3-5 from 60.3% to 73.1% in 2020. |
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| 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)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.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)
* [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction_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:By 2019, Cecilia Valley Elementary School will increase the combined reading and math growth rates in grades 3-5 from 60.3% to 73.1% in 2020. | KCWP 5: Design, Align and Deliver Support | Utilize daily formative data collection tools, benchmark data, summative data, non-academic data, formative and summative teacher observations, and/or learning walk details to ensure high levels of teacher effectiveness and student achievement. ***(GRRECC support, KAGAN strategies, PLC minutes, ESS, Classified intervention support, Classroom walkthroughs, Master Schedule, KSI, ELL, Gifted and Talented, Thoughtful Education Strategies)***  | Measure of success:* walk-through data
* student reports
* PLC minutes
* lesson plans

Person Responsible:* Leadership Team
* Teachers
* ESS Coordinator
* Title 1 Coordinator
* ELL Staff
* GT Teacher
* District Staff
 | Fall 2018* State Assessment Scores Release
* School Report Card
* MAP data
 | District Funds Title 1ESS Professional Learning Funds |

## 5: Transition readiness

State your *Transition readiness* **Goal**

| Goal 5: By 2020, Cecilia Valley will increase the percentage of students successfully transitioning at entry/exit points. |
| --- |
| 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)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.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:By 2019, Cecilia Valley will increase the percentage of students successfully transitioning at entry points. | KCWP 5: Design, Align and Deliver Support | Develop school culture supports, both academic and behavioral, to promote and support successful transitions and learning. (KinderCamp, Open House, Title 1 Family Nights, Family Resource Center (FRC), Classroom Guidance, Brag Tags) | Measures of Success:* calendar of events
* sign-in sheets
* Schedule for Preschool visitation to Kindergarten
* Cradle School schedule
* KinderCamp agenda and sign-in sheet

Person Responsible: * Leadership Team
* FRC Director
* Teachers and Staff
 | March 2018 - August 2018 (Transitions)August 2018 (Open House)Brigance Screening Results | Title 1PPAFRCESS |
| Objective 2:Objective 1:By 2019, Cecilia Valley will increase the percentage of students successfully transitioning at exit points. | KCWP 5: Design, Align and Deliver Support | Develop school culture supports, both academic and behavioral, to promote and support successful transitions and learning. (West Hardin Transition Activity, WHMS Tour of School, Laker Transition Day, Title 1 Family Nights, Family Resource Center (FRC), Classroom Guidance, Open House, Proficient/Distinguished Recognition of former 5th grade students) | Measures of Success:* calendar of events
* sign-in sheets
* Flyers/Agendas

Person Responsible: * Leadership Team
* FRC Coordinators
* Teachers and Staff
* WHMS Leadership Team
 | March 2018 - August 2018 (Transitions)March 2018 - Proficient/Distinguished Recognition of former 5th grade studentsJuly/August 2018 – Laker Transition DayAugust 2018 (WHMS Open House) | Title 1PPAFRCESS |

## 6: Other (optional)

State your *Other* **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](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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* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.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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