## 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 K-Prep scores from 50.9% to 78.8% by 2019.  |
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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)
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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)
* [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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: Collaborate to increase the combined percent proficient and distinguished in reading and math for G.C. Burkhead from 50.9% to 60% by 5/ 21/2018. | Design and Deliver Instruction | Authentic common assessments will be given monthly in grades 3-5. Assessments will be reviewed with students for immediate and meaningful feedback. Students scoring proficient/distinguished will be recognized. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staff | Fall 2018 State Assessment School Report Card | $0 |
| Administration will conduct scheduled and unscheduled walkthroughs and observations to evaluate the alignment of standards to objectives, congruency of student work to learning targets, questioning, differentiation, and the use of engaging instructional strategies. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staffPrincipal, AP | Fall 2018 State Assessment School Report Card | Professional Learning Funds |
|  | Teachers will integrate student use of technology into instruction and students will have opportunity to use programs targeted towards individualized student needs. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staffInstructional staff,Media Specialist | Fall 2018 State Assessment School Report Card | Title I Funds |
| Teachers will utilize varied instructional practices, questioning techniques, MAP data and other assessment data, to create personalized learning for students based on their needs. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staff | Fall 2018 State Assessment School Report Card | Professional Learning Funds |
|  | Teachers will engage in professional development including research-based strategies and opportunities to observe peers both inside the building as well as other local schools. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staffPD Coordinator | Fall 2018 State Assessment School Report Card | Professional Learning Funds |
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| Objective 2: Promote a learning culture and environment that recognizes student achievement/proficiency.  | Establishing Learning Culture and Environment | Teachers and administration will develop and deliver monthly common assessments. Staff will work together to analyze and review results with students. Students who score proficient or distinguished will be recognized. | PLC agendasProfessional Learning OpportunitiesWalkthroughsAdministration, Instructional staff | Fall 2018 State Assessment School Report Card | Professional Learning Funds,Local Funds |
| Admin team and instructional staff will meet with all students grades 3-5 and perform goal setting and data analysis three times a year. | PLC agendasProfessional Learning OpportunitiesWalkthroughsPrincipal, AP, Instructional staffAdministration, Instructional Staff | Fall 2018 State Assessment School Report Card | Professional Learning Funds |
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## 2: Gap

State your *Gap* **Goal**

| Goal 2: Increase achievement for all student groups at G.C. Burkhead by showing an improvement of gap students performing proficient and distinguished from 41.3% to 72.6% by 2019 as measured by school report. |
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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)
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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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: Collaborate to increase the percent of gap students performing proficient or distinguished on combined reading and math from 47.9% to 56.2% by 05/20/2016 as measured by K-Prep. | Design and Deliver InstructionReview, Analyze and Apply DataDesign, Align and Deliver Support  | A tiered system of research-based interventions will be utilized to support student academic and behavioral needs. | January, 2018 – Principal, Interventionist, Instructional Staff |  | Title Funds |
| PLCs will meet bi-monthly during school, in addition to bi-monthly meetings after school, to analyze pre & post test data, MAP, results and other data to identify students needing additional interventions and design instruction to best meet the needs of all students.  | December 2017 – Instructional staff, Administration |  | $0 |
| Teachers will integrate technology that individualizes instruction to meet the needs of all students in the areas of reading and math. | January 2018Instructional staff |  | Title Funds |
| Objective 2:  |  | ESS coordinator and classroom teachers will work together to ensure students are scheduled at most opportune time to maximize student academic needs for interventions. | ESS Coordinator, ESS staff |  | Extension Funds |
| After school homework help and tutoring will be offered for targeted students in the areas of reading and math. | Administration, Instructional staff |  | Extension Funds |
| Teachers will engage in professional development including research-based strategies and opportunities to observe peers both inside the building as well as other local schools. | Instructional staff, PD Coordinator |  | Professional Learning Funds |

## 3: Graduation rate

State your *Graduation rate* **Goal**

| Goal 3: |
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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)
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* [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)
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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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: |  |  |  |  |  |
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| Objective 2: |  |  |  |  |  |
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## 4: Growth

State your *Growth* **Goal**

| Goal 4: By 2020, G.C. Burkhead will increase the percentage of students meeting their growth target in reading and math on state assessments.  |
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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)
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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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* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: By 2019, the percentage of reading and math growth will increase by 5%. | Design and Deliver Instruction | Ensure ongoing professional development in the area of best practice high yield instructional strategies to aid in curricular (GRREC, Kagan, PLC training, ESS, RTI, Classroom visits, Master schedule)  | State assessmentsPLC agendasProfessional LearningOpportunitiesWalkthroughsPrincipal, AP, Instructional Staff | Fall 2018:State AssessmentSchool Report Card | Professional Learning Funds |
| Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards (GRREC, Kagan, PlC training, ESS, RTI, Classroom visits, Master schedule) | State assessmentsPLC agendasProfessional Learning OpportunitiesWalkthroughs | Fall 2018:State AssessmentSchool Report Card | Professional Learning Funds |
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| Objective 2: |  |  |  |  |  |
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## 5: Transition readiness

State your *Transition readiness* **Goal**

| Goal 5: By 2020, G.C. Burkhead will increase the percentage of students successfully transitioning at entry/exit points.  |
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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)
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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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: By 2019, the percentage of preschool aged students transitioning to kindergarten will increase to 85%. | Design, Align, and Deliver Support | Assure consideration and addressment of non-academic barriers to learning. (Transition meetings, Kindergarten Kick-Off, Open House, Parent Meetings, Classroom Visits, Brigance Screenings) | School events calendar/Summer programs, Brigance, Lesson Plans, Transition MeetingsPrincipal, AP, Preschool Staff, Counselor, Instructional Staff | 2018 Brigance Attendance/Sign-in SheetsARC minutes | Parent Involvement Funds |
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| Objective 2: By 2019, the percentage of 5th grade students transitioning to middle school will increase to 85%. | Design, Align, and Deliver Support | Assure consideration and addressment of non-academic barriers to learning. (Open House, Summer Transition Day, Scheduling, Transition Meetings, Parent Meetings) | School events calendar, summer programs, lesson plans, transition meetingsPrincipal, AP, Counselor, Instructional Staff | Attendance/Sign-in SheetsARC minutes | Parent Involvement Funds |
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## 6: Other (optional)

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

| Goal 6:By 2020, GC Burkhead will increase the percentage of students scoring proficient in writing from 25% to 40%. |
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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)
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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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: The percentage of students scoring proficient in writing will increase from 25% to 33% by 2019. | Design & Deliver Instruction | Ensure ongoing professional development in the area of best practice high yield instructional strategies to aid in curricular (GRREC, 4 Square, Kagan, PLC training, ESS, RTI, Classroom visits, Master schedule) | State assessmentsPLC agendasProfessional LearningOpportunitiesWalkthroughsPrincipal, AP, Instructional Staff | Fall 2018:State AssessmentsSchool Report Card | Professional Learning Funds |
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| Objective 2: | Review, Analyze, and Apply Data | Common Assessments will be given throughout the year. Assessment data will be analyzed to ensure mastery of standards with feedback reviewed with all students and success recognized. | Common AssessmentsPLC Agendas | Fall 2018:State AssessmentsSchool Report Card | $0 |
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