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:
To increase combined reading and math (all students) from 58.2 to 78.9 by 2020.

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.)*	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.*	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.
● 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	● 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 and Responsible Person(s)	Progress Monitoring Date & Notes	Funding
Objective 1: To increase the combined reading and math (all students) from 58.2 to 68.2 by 2019.	KCWP 2	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. (PD presentations, classroom visits,coaching,etc)	All teachers and administrators PLC agendas Observation feedback	On- going 17-18	Title Funds
	KCWP 3	Ensure item analysis methods are occurring within PLC's to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments	All teachers and administrators PLC agendas Observation feedback	On- going 17-18	Title Funds
Objective 2: To reduce the total number of students scoring novice in reading by 2 students by 2019.	KCWP 2	Plan strategically in the selection of high yield instructional strategy usage within lessons	All teachers and admin PLC agendas Observation feedback.	On- going 17-18	
		Plan for and implement active student engagement strategies			

	KCWP3	Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.	PLC agendas Observation feedback	On- going 17-18	Title Funds

2: Gap

State your <mark>Gap</mark> **Goal**

Goal 2:

To increase the average combined reading and math proficiency ratings for students in the non duplicated gap group from 51.7 to 70.4 by 2020.

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 • 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	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 • 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	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: To increase the average combined reading and math proficiency ratings for student in the non-duplicated gap group from 51.7 to 61 by 2019.	KCWP 2	Create formative and summative assessments that are aligned to the standards	All teachers and administrators PLC agendas Observation feedback	On- going 17-18	Title Funds
		Ensure that all assessments evolve from high-quality content standards	All teachers and adminstrators PLC agendas Observation feedback	On- going 17-18	Title Funds

		Implement student participation in self-assessment and goal setting			
Objective 2:		Use classroom assessments to inform teacher's instructional decisions	All teachers and adminstrators PLC agendas Observation feedback	On- going 17-18	Title Funds
		Use summative evidence to inform what comes next for individual students and groups of students	All teachers and administrators PLC agendas Observation feedback	On- going 17-18	Title Funds
		ensure that all users of assessment data use information to benefit student learning	All teachers and administrators PLC agendas Observation feedback	On- going 17-18	Title Funds

3: Graduation rate
State your ==Graduation rate== **Goal**

Goal 3: Not Applicable for Elementary			
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 ● 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		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 ● 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	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: NA					

Objective 2:					

4: Growth
State your *Growth* **Goal**

Goal 4:To increase the average combined reading and math growth in grades 3-5 from 56.7 to 66.7 by 2020.

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 ● 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	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 ● 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	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:To increase the average combined reading and math growth in grades 3-5 from 56.7 to 61.5 by 2019.	KCWP 2	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. (PD presentations , classroom visits, coaching, etc)	All teachers, Admin. PLC agendas Observation feedback	On-Going 17-18	Title Funds
		Plan strategically in the selection of high yield instructional strategy usage within lessons	All teachers , Admin PLC agendas Observation feedback	On-Going 17-18	Title Funds

	KCWP 3	Ensure item analysis methods are occurring within PLC's to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments	All teachers, Admin PLC agendas Observation feedback	On-Going 17-18	Title Funds
Objective 2:		Ensure ongoing professional development in the area of assessment analysis	All teachers,Admin PLC agendas Observation feedback	On-Going 17-18	Title Funds

5: Transition readiness
State your <mark>*Transition readiness*</mark> **Goal**

Goal 5:
To increase the percentage of students successfully transitioning at entry/exit points by 2019.

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 ● 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	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 ● 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	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:To increase percentage of students successfully transitioning into LTE	KCWP 4 -	Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom	Classroom teachers, Instructional Assistants, Special education teachers, admin PLC agendas Observation feedback	On-Going 17-18	Title Funds /Extension Monies

		Ensure that all available resources are deployed to assist students in need			
		Enable students to develop leadership roles within the school		On-Going 17-18	
Objective 2:To increase percentage of students successfully transitioning to middle school.	KCWP 4	Ensure that all available resources are deployed to assist students in need	Classroom teachers, Admin PLC agendas Observation feedback	On-Going 17-18	Title Funds/Parent Invovlement
		Enable students to develop leadership roles within the classroom	PLC agendas Observation feedback	On-Going 17-18	

6: Other (optional)

State your Other **Goal** (optional)

Goal 6:To increase the combined proficient/distinguished rating in the area of writing as measured by K-PREP from 29.8 to 39.8 by 2019.

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 ● 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	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 ● 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	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:To increase proficient/distinguished rating in the area of on-demand writing.	KCWP3 KCWP4 KCWP2	Ensure item analysis methods are occurring within PLC's to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds
		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. (PD presentations, classroom visits,coaching,etc)	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds
		Plan strategically in the selection of high yield instructional strategy usage within lessons	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds
Objective 2:To reduce the novice rating in the area of on-demand writing on the state assessment.	KCWP3 KCWP4 KCWP2	Ensure item analysis methods are occurring within PLC's to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds
		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. (PD presentations, classroom visits,coaching,etc)	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds
		Plan strategically in the selection of high yield instructional strategy usage within lessons	All teachers, Admin PLC agendas Observation feedback	On- going 17-18	Title Funds