## 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 Proficiency by 10% while reducing Novice by 10% in both Reading and Math on KPREP assessment by Spring of 2018.  |
| --- |
| 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 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.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)
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* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_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 | Progress Monitoring Date & Notes | Funding |
| Objective 1: Increase proficiency in Language Arts by 10% while simultaneously reducing Novice scorers as measured on KPREP.  | Curriculum Development | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | Curriculum MapsLesson Plans |  |  |
| Updates of standards and application to units of instruction is ongoing process. Implementation of Lexia and Reading Plus programs to increase rigor and bolster interventions. | Curriculum MapsLesson Plans |  |  |
| Regular Assessment and MAP | PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students.  | PLC minutes, content lessons and curriculum Map development |  |  |
| MAP testing 3 times during the school year to evaluate growth and identify students potentially scoring Novice. | MAP Data Improvement Tracker |  |  |
| Daily Instruction | Content Teachers will provide rigorous and aligned content daily that is effective. Content assessed using K-Prep like assessments and reinforced to ensure mastery. | Lesson PlansUnit Assessments |  |  |
| RTI Tier II & III classes daily delivered to those identified as possessing knowledge Gaps by MAP and KPREP. RIT bands of knowledge focused in the RTI instructional delivery. | MAP ScoresLesson PLans |  |  |
| Objective 2: Increase proficiency in Math by 10% while simultaneously reducing Novice scorers as measured on KPREP. | Curriculum Development | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | Curriculum MapsLesson Plans |  |  |
| Updates of standards and application to units of instruction is ongoing process. Gizmos utilization in Math will be tested for efficacy.  | Curriculum MapsLesson Plans |  |  |
| Regular Assessment and MAP | PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students.  | PLC minutes, content lessons and curriculum Map development |  |  |
| MAP testing 3 times during the school year to evaluate growth and identify students potentially scoring Novice. | MAP Data Improvement Tracker |  |  |
| Daily Instruction | Content Teachers will provide rigorous and aligned content daily that is effective. Content will be assessed using K-Prep like assessments and reinforced to ensure mastery. | Lesson PlansUnit Assessments |  |  |
| RTI Tier II & III classes daily delivered to those identified as possessing knowledge Gaps by MAP and KPREP. RIT bands of knowledge focused in the RTI instructional delivery. | MAP ScoresLesson PLans |  |  |

## 2: Gap

State your *Gap* **Goal**

| Goal 2: Students will achieve a score of 60 on KPREP as measured within the GAP category by Spring 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 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.* * [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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 | 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: 47% of Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency in English LanguageArts in Reading by 09/30/2018 as measured by School Report Card. | Supportive programs that identify students and academic gaps in order to provide strategies and methods for higher achievement. | Interventions will be provided through direct teacher instruction, Collections, and small group. Interventions will deploy Reading Plus and Lexia for lower RIT band students. | MAP Scores |  |  |
| Provide after school ESS instruction to help students in reading and math. | MAP ScoresESS Participation |  |  |
| Administer MAP test 3 times during the year to demonstrate student growthand determine needs for placements in RTI and non-duplicated Gap group | MAP Data |  |  |
| Objective 2: 45% of Black or African-American, Economically Disadvantaged, Hispanic or Latino, Students with Disabilities and English Learners students will demonstrate a proficiency in problem solving in Mathematics by 09/30/2018 as measured by School Report Card. | Supportive programs that identify students and academic gaps in order to provide strategies and methods for higher achievement. | Interventions will be provided through direct teacher instruction, Collections, and small group. | MAP Scores |  |  |
| Provide after school ESS instruction to help students in reading and math. | MAP ScoresESS Participation |  |  |
| Administer MAP test 3 times during the year to demonstrate student growthand determine needs for placements in RTI and non-duplicated Gap group | MAP Data |  |  |

## 3: Culture

State your *School Culture* **Goal**

| Goal 3: The culture of GCMS will be improved through Leader in Me WIG Goal implementation, Community Involvement, and removing student barriers through the Youth Service Center.  |
| --- |
| 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 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.* * [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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 | 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 include all stakeholders and the community in order to provide an environment and programs designed to meet the growth needs of all students by06/30/2018 as measured by Tell Survey, Student growth and parental involvement. . | Provide a master schedule that allows the flexibility to meet the needs of all students. Students will be available for RTI without being penalized the opportunity for core/specials classes. | Interventions will be structured according to student RIT band asdetermined by MAP & KPREP | MAP Scores |  |  |
| An aide will work intensely one-on-one with struggling students. | MAP Scores Student Growth  |  | $9,000 |
| The faculty will meet each week as a content team with a focus that will guide teacher learning and discussion. These meeting themes will rangefrom academic departments sharing student and formative assessmentdata, Program Review information, CHAMPS/PBIS, vertical alignment | TELL SurveyStudent growth |  |  |
| Objective 2: Demonstrate a behavior consistent with the cultural expectations and create a reduction in office referrals and discipline resulting in suspensions of any kind will be reduced by 20%. by 06/30/2018 as measured by Infinite campus reports documenting the behavior referrals and their consequences. | Strategy will focus on the culture of the building and the expectations the students will be held to. Teachers are afforded the opportunity to collaborate and provide the professional supports necessary to make informed educational decisions. | As a school will review CHAMPS/PBIS procedures school wide and revisited to make sure each staff member is implementing them with fidelity. North Key will also provide more on-site counseling for our students to assure they are getting the support they need. Our students with intense behaviors can be isolated from the general population through the Wildcat Academy. | Counseling caseloadsWildcat academy participation |  |  |
| LEAD is a School Culture Foundation program based on the works ofStephen Covey and "The seven Habits of Highly Effective People."Program is built into the schedule to instill a cultural focus on the habitual good habits that ensure personal and professional success.  | Prepared to pursue Lighthouse |  | $6,000 |
| Enrichment - Community resources will be engaged to involve students in additional programs that enrich their learning, inspire their interests, and motivate students to excel in order to continue to participate. | Variety and success of enrichment |  |  |

## 4: Growth

State your *Growth* **Goal**

| Goal 4: Every student will grow 5 or more RIT points on MAP assessment in Language Arts and Math.  |
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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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 | 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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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: Increase student achievement on MAP testing by 5 RIT points in Language Arts by 6/30/2018. | Curriculum DevelopmentRegular Assessment and MAP | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | MAP DataRIT Band Improvements |  |  |
| Updates of standards and application to units of instruction is ongoing process. | Lesson Plans |  |  |
| PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students.  | PLC Minutes |  |  |
| Objective 2: Increase student achievement on MAP testing by 5 RIT points in Mathematics by 6/30/2018. | Curriculum DevelopmentRegular Assessment and MAP | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | MAP DataRIT Band Improvements |  |  |
| Updates of standards and application to units of instruction is ongoing process. | Lesson Plans |  |  |
| PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students.  | PLC Minutes |  |  |

## 5: Transition readiness

State your *Transition readiness* **Goal**

| Goal 5: 60% of students at GCMS will be performing at or above grade level in Math and Language Arts by Spring of 2018 as measured by MAP. |
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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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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: Increase student achievement at or above grade level to 60% or greater in Language Arts by 6/30/2019. | Curriculum Development, lesson refinement, and unit construction | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | Curriculum MapsLesson PlansMAP Test |  |  |
| Updates of standards and application to units of instruction is ongoing process. Promote collaboration and increased rigor.  |
| Regular Assessment and MAP data analysis | PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students. Identify students and grouping in which ESS would be beneficial. | PLC MinutesMAP Test |  |  |
| MAP testing 3 times during the school year to evaluate growth and identify students not acquiring necessary growth for remediation and intervention. |
| Daily Instruction/Intervention | Content Teachers will provide rigorous and aligned content daily that is effective. Content assessed using K-Prep like assessments and reinforced to ensure mastery. | Curriculum MapsLesson PlansMAP TestRTI student growth |  |  |
| RTI Tier II & III classes daily delivered to those identified as possessing knowledge Gaps by MAP and KPREP. RIT bands of knowledge focused in the RTI instructional delivery. |
| Objective 2: Increase student achievement at or above grade level to 60% or greater in Mathematics by 6/30/2019. | Curriculum Development, lesson refinement, and unit construction | Materials used for instruction are under constant scrutiny and evaluation. Resources have been revamped and undergoing evaluation through implementation and determination of their effectiveness by staff | Curriculum MapsLesson PlansMAP Test |  |  |
| Updates of standards and application to units of instruction is ongoing process. Promote collaboration and increased rigor. |
| Regular Assessment and MAP data analysis | PLCs to evaluate unit assessments and scores in relation to determine remediation for underachieving students. Identify students and grouping in which ESS would be beneficial. | PLC MinutesMAP Test |  |  |
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| Daily Instruction/Intervention | Content Teachers will provide rigorous and aligned content daily that is effective. Content assessed using K-Prep like assessments and reinforced to ensure mastery. | Curriculum MapsLesson PlansMAP TestRTI student growth |  |  |
| RTI Tier II & III classes daily delivered to those identified as possessing knowledge Gaps by MAP and KPREP. RIT bands of knowledge focused in the RTI instructional delivery. |

## 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)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: |  |  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Objective 2: |  |  |  |  |  |
|  |  |  |  |
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