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.**

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**	

GOAL 1: PROFICIENCY

Goal 1: Increase the averaged combined reading and math proficiency rates for all students from 65.6 to 79.5 by 2020.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Person Responsible, Date and Progress Note	Funding Source & Amount
Objective 1: Increase the average combined reading and math proficiency rates for all students from 65.5 to 75.4 by 2018.	**Strategy:** KCWP 4: Review, Analyze, and Apply Data.	**Activity 1:** Individual data from standards based assessments will be analyzed on a weekly basis in individual PLC meetings. Brigance, MAP, aimswebPlus, and i-Ready Diagnostic data will also be used to make instructional decisions. This data will also drive the RTI process.	**2018 KPREP**	**Michael Gregg Jessica Critz Classroom Teachers**	**15,0000 Title 1**
		Activity 2:			
	Strategy: KCWP 2: Design and Deliver Instruction	**Activity 1:** Teachers will implement Ready Math and Ready Reading/Reading Wonders as the core curriculum.	**Lesson Plans**	**Classroom Teachers**	**20,000 Title 1**
		Activity 2: Professional Learning Communities will be held individually on a monthly basis. Grade-Level PLC meetings will be held monthly.	**PLC Minutes**	**Michael Gregg Jessica Critz Classroom Teachers**	**0**
	Strategy: **KCWP 5: Design, Align, and Deliver Support**	**Activity 1: Daily schedules will be designed to allow standards based interventions from researched based curriculum on a daily basis. Time will also be provided for enrichment for students who are performing above grade level.**	**Completed Schedules**	**Michael Gregg Jessica Critz**	
		Activity 2: Students will use a variety of adaptive and/or blended technology in order to receive levels of support in all tiers of instruction. These include but are not limited to Lexia, iReady Math, iReady Reading, Study Island, and KHAN Academy.	**Technology Reports**	**Jessica Critz**	**1,000 Title 1**
Objective 2: Increase the reading proficiency rate for all students from 61.6% to 70% by 2018.	**Strategy:** **KCWP 5: Design and Deliver Assessment Literacy.**	**Activity 1: Develop a standards based assessment schedule for each grade level to monitor progress. Teachers will work together to set dates for standards based common assessments in Reading.**	**Completed Assessment Schedule**	**Jessica Critz Classroom Teachers**	
		Activity 2: Use pre-post assessments to drive instructional paths for students. Student data will be used to determine flexible grouping of students for daily instruction.	**Standards Based Assessment Data**	**Classroom Teachers**	
		Activity 1: Teachers will attend Growth Mindset Training in the Spring of 2017.	**Training Completion**		**1,200 Title 1**

	Strategy: **KCWP 6: Establish Learning Culture and Environment.**				
		Activity 2: Teachers and admin team will participate in individual conferencing with students to promote a growth mindset. Hallway displays will visible to show student growth as a school. Our building will set a school-wide goal to work towards for MAP and KPREP Assessments.	MAP KPREP Data Boards	Michael Gregg Jessica Critz Lisa Hall	
	Strategy:	*Activity 1:*			
		Activity 2:			

GOAL 2: GAP

Goal 2: Increase the average combined reading and math proficiency rates for students in the non-duplicated gap group from 66.6 to 76.2 by 2020.					
Objective	**Strategy**	**Activities to deploy strategy**	**Measure of Success**	**Person Responsible, Date and Progress Note**	**Funding Source & Amount**
Objective 1: Increase the average combined reading and math proficiency rates for students in the non-duplicated gap group from 66.6 to 71.4 by 2018.	**Strategy:** KCWP: 4 Review, Analyze, and Apply Data	**Activity 1:** Universal Screeners (MAP and AIMSweb) - Universal Screeners will be administered to monitor student progress three times per year	**MAP AIMSweb KPREP**	**Jessica Critz**	**3,000 Title 1**
		Activity 2: Brigance Screener- Brigance will be given to all entering Kindergarten students as well as students who are applying for early admission.	**Brigance**	**Jessica Critz**	**District Funds**
		Activity 3: Student achievement will be increased through the use of research based curriculum and methods.	**Standards Based Assessments**	**Michael Gregg Jessica Critz**	
Objective 2: Increase overall student engagement in reading and mathematics.	**Strategy:** KCWP 6: Establishing Learning Culture and Environment	**Activity 1:** Kagan Cooperative Engagement Strategies: Teachers will continue to work to implement Kagan Strategies into daily classroom routines. Teachers will attend Kagan Win Win Discipline in the Summer of 2018.	**MAP KPREP**	**Amy Polston Michael Gregg Jessica Critz**	**District Title 1 Funds**
		Activity 2: Goal setting will be used with all students to promote awareness and ownership of progress.	**MAP KPREP**	**Michael Gregg Jessica Critz**	
		Activity 3: All teachers will attend Growth Mindset training in Winter 2018 as well as Google Training. Google training will allow teachers to integrate technology and student driven learning opportunities in the classroom.	**Classroom Observations Training completion**	**Michael Gregg Jessica Critz**	

GOAL 3: TRANSITION READINESS (CCR GOAL)

Goal 3: Increase the Reading proficiency rates for 5th grade students from 59.0% to 70% by 2020, as measured by KPREP.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Person Responsible, Date and Progress Note	Funding Source & Amount
Objective 1: **Increase the reading proficiency rates for 5th grade from 49.8% to 60% by 2018.**	*Strategy:* **KCWP 5: Design, Align, and Deliver Support**	*Activity 1:* **Implement standards based assessment schedule. Admin team and teachers will develop an assessment schedule. Assessments will be delivered, data analyzed, and interventions given based on student need.**	**KPREP**	**Michael Gregg Jessica Critz**	
		Activity 2: **Admin team will work with grade level teachers to ensure that the schedule provides the maximum instructional minutes to deliver instruction.**	**Completed Schedules**	**Michael Gregg Jessica Critz Lisa Hall**	
		Activity 3: **RTI teams will meet monthly to determine best course of action for students in need.**	**MAP AIMSweb Standards Based Assessments**	**Michael Gregg Jessica Critz Lisa Hall**	
Objective 2: **Increase the reading proficiency rates for 4th grade from 59.0% to 65% by 2018.**	*Strategy:* **KCWP 5: Design, Align, and Deliver Support**	*Activity 1:* **Implement standards based assessment schedule. Admin team and teachers will develop an assessment schedule. Assessments will be delivered, data analyzed, and interventions given based on student need.**	**KPREP**	**Michael Gregg Jessica Critz**	
		Activity 2: **Admin team will work with grade level teachers to ensure that the schedule provides the maximum instructional minutes to deliver instruction.**	**Completed Schedules**	**Michael Gregg Jessica Critz Lisa Hall**	
		Activity 3: **RTI teams will meet monthly to determine best course of action for students in need.**	**MAP AIMSweb Standards Based Assessments**	**Michael Gregg Jessica Critz Lisa Hall**	

GOAL 4: GROWTH (ES & MS ONLY)

Goal 4 : Increase the percentage of students in Grades 3-5 who meet growth goals from 57.6% to 70% by Spring 2020, as measured by MAP.					
Objective	**Strategy**	**Activities to deploy strategy**	**Measure of Success**	**Person Responsible, Date and Progress Note**	**Funding Source & Amount**
Objective 1: **Increase the percentage of 3-5 grade students who meet growth goals in math from 62.5% to 70% by Spring 2018, as measured by MAP.**	*Strategy:* KCWP: 2 Design and Deliver Instruction	*Activity 1:* **Admin Team will meet with grade level teachers to ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery**	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	
		Activity 2: Develop a clearly defined RtI school process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, and progress monitoring checks	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	
		Activity 3: **Admin team will work to ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed.**	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	
Objective 2: **Increase the percentage of 3-5 grade students who meet growth goals in reading from 52.7% to 60% by Spring 2018, as measured by MAP.**	*Strategy:* KCWP: 2 Design and Deliver Instruction	*Activity 1:* **Admin Team will meet with grade level teachers to ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery**	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	
		Activity 2: Develop a clearly defined RtI school process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, and progress monitoring checks	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	
		Activity 3: **Admin team will work to ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed.**	**MAP Standards Based Assessments**	**Michael Gregg Jessica Critz**	

GOAL 5: EQUITY, ACCESS, AND OPPORTUNITY

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Maintain equitable access to quality education, educational opportunities and supports for all students.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Person Responsible, Date and Progress Note	Funding Source & Amount
Objective 1: Communication and Community Collaboration School personnel will regularly communicate with stakeholders to share opportunities for stakeholder involvement in education.	*Strategy: KCWP 5: Design, Align and Deliver Support*	**Activity 1: Communication Tools** School leaders and teachers will use multiple channels of communication to share important, relevant information with stakeholders. Means of communication may include: school website, newsletters, OneCall, Remind, Infinite Campus, Google Classroom, ClassDojo, individual emails and phone calls, etc.	Stakeholder Surveys – Positive Responses	Tamsen Ryan Lisa Hall	
		Activity 2: Open House & Parent-Teacher Conferences School leaders and teachers will be available to speak with parents about students' academic performance. Other relevant concerns, such as social-emotional and classroom behavior concerns, may also be addressed.	Stakeholder Surveys – Positive Responses	**Michael Gregg Jessica Critz Lisa Hall Classroom Teachers**	
Objective 2: Remove Barriers to Learning School personnel will identify intellectual, social, career, and developmental needs and provide resources to overcome barriers to learning.	*Strategy: KCWP 5: Design, Align and Deliver Support*	**Activity 1: Family Resource and Youth Service Center Supports** The FRYSC Parent Advisory Council will meet monthly to discuss students' social and physical needs, which impede academic success, and identify and engage resources to overcome these needs.		Tamsen Ryan	
		Activity 2: Positive Behavior Interventions and Supports A schoolwide discipline system will be maintained, which includes proactive strategies for defining, teaching, and supporting appropriate student behaviors.	**Schoolwide discipline data**	Lisa Hall Tamsen Ryan	
Objective 3: Monitor Equity School leaders will continuously monitor equity in students' access to, and opportunity for, high quality education.	*Strategy: KCWP4: Review, Analyze and Apply Data*	**Activity 1: Equitable Access Data Monitoring** Equitable access to effective educators will be monitored by school leaders. An Equity Report, which allows for a comparison of equity data, will be shared with the school SBDM Council.		Michael Gregg	
		Activity 2: Equitable Staffing Practices Maintaining equitable student access to quality education will be the primary focus of all staffing decisions. Equity will always be considered in decisions regarding teacher recruitment, hiring, placement, distribution, and retention.		Michael Gregg Jessica Critz Lisa Hall SBDM Council	