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. 5 YEAR plan

Objective: Short-term target to be attained by the end of the current school year. 1 YEAR PLAN

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, Equity 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: Students grades 3-5 will meet the following content area goal of % Proficient and Distinguished on the KPREP by 2022. (Reading = 51.5%, Math = 47.9%, Science = N/A, Social Studies = 65.4%, Writing = 57.7%)

 the strategy was chosen.) KCWP 1: Design and Dep KCWP 2: Design and Deli KCWP 3: Design and Deli KCWP 4: Review, Analyz KCWP 5: Design, Align at 	ork Processes listed below or another ification and/or attach evidence for why loy Standards ver Instruction ver Assessment Literacy e and Apply Data	 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 a responsible for ensuring the timelessary funding to execute	fidelity of the activity or act	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: students will meet the overall % of P/D for each content area on the 2018 KPREP.	Reading (42.2%)-PLCs will analyze and use assessment results to inform instruction during weekly PLCs (MAP, KPREP, CFA, DCA)	Curriculum alignment ensures instructional programs are research based and aligned with KY core academic standards and based on student needs 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. Common planning ensures identification of essential standards/deconstructing standards and rigorous CFA's 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 (Fundamental 5, BLP, MAP)	PLC protocols and lesson/unit planning faculty meeting discussion and products developed Power Walk results BLP assessments MAP results	progress documentation at the end of each grading cycle progress documentation at the end of each grading	Title I School Wide teachers Part BLP coach PD budget
	Math (38%) PLCs will analyze and use assessment results to inform instruction during weekly PLCs (MAP, KPREP, CFA, DCA)	Curriculum alignment ensures instructional programs are research based and aligned with KY core academic standards and based on student needs 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. Common planning ensures identification of essential standards/deconstructing standards and rigorous CFA's	PLC protocols and lesson/unit planning faculty meeting discussion and products developed	cycle progress documentation at the end of each grading cycle	Title I School Wide teachers
		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 (Fundamental 5, MAP)	Power Walk results BLP assessments MAP results	progress documentation at the end of each grading cycle	PD budget

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KPREP, CFA, DCA) development and gradual release phases, and arrival at standards mastery. developed		DD
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(MAP, KPREP, CFA, DCA) instructional gaps, including planning for the introduction of the standard, discussion and products cycl	cle	teachers
development and gradual release phases, and arrival at standards mastery. developed		
Ensure ongoing professional development in the area of best practice/high Power Walk results prog	ogress	PD
yield instructional strategies to aid in curricular adjustments when students BLP assessments docu	cumentation at the	budget
fail to meet mastery (Fundamental 5) MAP results end	d of each grading	
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Social Studies (58.8%)PLCs will Curriculum alignment ensures instructional programs are research based PLC protocols and programs	ogress	Title I
		School
results to inform instruction Ensure that vertical curriculum mapping is occurring to identify faculty meeting end	d of each grading	Wide
during weekly PLCs (MAP, instructional gaps, including planning for the introduction of the standard, discussion and products cycl	•	teachers
KPREP, CFA, DCA) development and gradual release phases, and arrival at standards mastery. developed		
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2: Gap

State your Gap Goal

Goal 2: Gap Students grades 3-5 will meet the following content area goal of % Proficient and Distinguished on the KPREP by 2022. (Reading = 49.9%, Math = 48.6%, Science = N/A, Social Studies = 65.8%, Writing = 59%)

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

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

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 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 		 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	Progress Monitoring Date & Notes	Funding
Objective 1: Overall Gap Group will meet the goal of % Proficient and Distinguished on the 2018 KPREP.	Reading (40.3%) Grade level and administrative PLCs meet weekly to analyze student progress data to determine academic interventions to meet the needs of all students (MAP, BLP	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Common planning ensures identification of essential standards/deconstructing standards and rigorous CFA's	MAP, CFA, DCA, KPREP, BLP, ESS/Lexia, IEP progress data/504 data, BLP data	progress documentation at the end of each grading cycle	Title I School Wide teachers Part BLP coach
	assessments, CFA, DCA)	Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (ESS, classroom and school-wide interventions, tutoring services, etc.)	ESS and intervention data, classroom data, MAP, CFA, BLP, Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	ESS budget
	Math (38.8%) Grade level and administrative PLCs meet weekly to analyze student progress data to determine academic interventions to meet the needs	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Common planning ensures identification of essential standards/deconstructing standards and rigorous CFA's	MAP, CFA, DCA, KPREP,ESS/Lexia, IEP progress data/504 data	progress documentation at the end of each grading cycle	Title I School Wide teachers
	of all students (MAP, CFA, DCA)	Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (ESS, classroom and school-wide interventions, tutoring services, etc.)	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	ESS budget
	Writing (51.2%) Grade level and administrative PLCs meet weekly to analyze student progress data to determine academic	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs.	school-wide on-demand prompts, student writing folder pieces, CFA, ERQ/SA	progress documentation at the end of each grading cycle	Title I School Wide teachers
	interventions to meet the needs of all students (CFA, DCA)	Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (ESS, classroom and school-wide interventions, tutoring services, etc.)	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	ESS budget

	Science Grade level and administrative PLCs meet weekly to analyze student progress data to determine academic	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs.	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	Title I School Wide teachers
	interventions to meet the needs of all students (CFA, DCA)	Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (ESS, classroom and school-wide interventions, tutoring services, etc.)	MAP, CFA, DCA, KPREP, BLP, ESS/Lexia, IEP progress data/504 data, BLP data	progress documentation at the end of each grading cycle	ESS budget
	Social Studies (59.2%) Grade level and administrative PLCs meet weekly to analyze student progress data to determine academic interventions to meet the needs	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Common planning ensures identification of essential standards/deconstructing standards and rigorous CFA's	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	Title I School Wide teachers
	of all students (CFA, DCA)	Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (classroom and school-wide interventions, tutoring services, etc.)	MAP, CFA, DCA, KPREP, BLP, ESS/Lexia, IEP progress data/504 data, BLP data	progress documentation at the end of each grading cycle	ESS budget
Objective 2: African American students will meet the goal of % Proficient and Distinguished on the 2018 KPREP in Reading, Writing, and Math.	Reading (35.5%) Writing (41.4%)	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Implement culturally responsive instructional practices and monitor the disaggregated data. Common planning ensures identification of essential standards/ deconstructing standards and rigorous CFA's	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	Title I School Wide teachers Part BLP coach
		Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (classroom and school-wide interventions, tutoring services, etc.)	MAP, CFA, DCA, KPREP, BLP, ESS/Lexia, IEP progress data/504 data, BLP data	progress documentation at the end of each grading cycle	ESS budget
	Math (27.9%)	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Implement culturally responsive instructional practices and monitor the disaggregated data.	ESS and intervention data, classroom data, MAP, CFA,Lexia, IEP progress data, BLP data	progress documentation at the end of each grading cycle	Title I School Wide teachers

	Common planning ensures identification of essential standards/ deconstructing standards and rigorous CFA's			
and progress monitoring checks. (classroom and school-wide interventions, data/504 data, BLP data cycle tutoring services, etc.)	checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (classroom and school-wide interventions,	KPREP, BLP, ESS/Lexia, IEP progress	documentation at the end of each grading	ESS budget

3: Equity

Objective

State your **Equity** Goal

Goal 3: A managing student conduct composite total 85.80% of staff agree/strongly agree according to Tell Survey and/or Comprehensive School Survey results by 2022.

Activities to deploy 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.)*

- 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

Strategy

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.

Progress Monitoring Funding

Measure of Success

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					Date & Notes	
Ī	Objective 1:A staff survey will	The school leadership (teachers	School wide behavior committee will proactively meet to discuss behavior	District Monthly	Monthly (2 nd week)	
	result in 83.10% agree/strongly	and leaders) measure the	current data, root causes, improvement goals, action steps, individuals	Principals Overview	after Principal	
	agree on managing student	effectiveness of current	responsible and completion dates	Report	Overview Report	
	conduct composite score on	programs and initiatives		School Report Card	received	
	the 2018 CSS.	implemented in classrooms and		Safety Data		
		school through discussion at	Climate and Culture: monthly staff meeting devoted to topics related to	Positive posts	Monthly school	
		PLCs, faculty meetings, ILT,	climate and culture with embedded team building activities, positive	Principals Overview	support committee	
		SBDM,, school wide committee	announcements and recognition. Administrative PLC will discuss	Report		
		meetings and Title I parent	disciplinary issues and consistency in implementation weekly, including	Meeting agendas		
		meetings	timeliness of response to referrals.	Percentage of referrals		

Support areas – Attendance committee will meet bi- weekly and develop a proactive approach to improving attendance including monitoring, implementing, analyzing and evaluating school wide plan	Letters home Phone calls home Meetings with social workers – others Monthly report of attendance	Monthly (2 nd week) after Principal Overview Report received	
Parental Involvement – Based on Comprehensive School Survey and TELL survey all parents/ caregivers will receive newsletters containing math and ELA resources, ideas and information to increase student achievement, communication and plans related to individual school behavior (Dojo). Parents will be recruited for PTA/ school committee involvement and communication regarding volunteer /parent opportunities will be shared	CSS Survey TELL Survey Title I parent surveys School/parent compact SBDM committees Attendance/ sign in sheets at events	Three times per year October February May	Title I Parent Involve ment budget
Technical Assistance – School wide behavior committee will work on reform efforts in reducing behavior events and suspensions will collaborate with district resources and staff with training and consulting on strategies aligned with PBIS	District Monthly Principals Overview Report School Report Card Safety Data	Monthly (2 nd week) after Principal Overview Report received	
Staff surveys will be developed and results analyzed at the end of each grading cycle to measure progress in areas of school behavioral/discipline issues included in the 30-60-90 day Big Rocks plan.	survey results regarding effectiveness will increase each grading cycle on	30-60-90 Monthly Each grading cycle	

4: Growth

State your **Growth** Goal

Goal 4: All students will show growth towards grade level benchmarks on the MAP assessment in reading and math. 50% of students will reach proficient or advanced benchmarks as measured by the MAP projected proficiency report in reading and math.

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

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

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 5: Design, Align at KCWP 6: Establishing Lea 	nd Deliver Support urning Culture and Environment	 KCWP5: Design, Align and Deliver Support - Continuous Improvement <u>Activities</u> KCWP6: Establishing Learning Culture and Environment - Continuous <u>Improvement Activities</u> 		
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Funding Date & Notes
Students assessed on MAP will meet a goal of 45% on growth projection in Spring of 2018, as measured on the MAP Student Growth Summary report.	Reading: Teachers monitor and evaluate the use of assessment results to guide instruction and determine the grouping of students following the Fall, Winter and Spring administration of MAP.	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Implement culturally responsive instructional practices and monitor the disaggregated data.	MAP growth projection scores increase from F to W and W to S.	At the conclusion of testing windows October February May
		Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (classroom and school-wide interventions, tutoring services, etc.)	MAP growth projection scores increase from F to W and W to S.	At the conclusion of testing windows October February May
	Math: Teachers monitor and evaluate the use of assessment results to guide instruction and determine the grouping of students following the Fall, Winter and Spring administration of MAP.	Ensure that evaluation and assessment strategies include formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs during weekly PLCs. Implement culturally responsive instructional practices and monitor the disaggregated data.	MAP growth projection scores increase from F to W and W to S.	At the conclusion of testing windows October February May
		Develop a clearly defined multi-tiered system of supports with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. (classroom and school-wide interventions, tutoring services, etc.)	MAP growth projection scores increase from F to W and W to S.	At the conclusion of testing windows October February May

5: Transition readinessState your *Transition readiness* **Goal**

Which Strategy will the school/strategy can be based upon the sbelow or another research-based attach evidence for why the strate KCWP 1: Design and D KCWP 2: Design and D KCWP 3: Design and D KCWP 4: Review, Ana KCWP 5: Design, Align	Deploy Standards Deliver Instruction Deliver Assessment Literacy Lyze and Apply Data	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		ctivity or activities, the person(s) idelity of the activity or activities, and the activity or activities.
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Funding Date & Notes
Objective 1: 5th grade students will meet their transition objective of 54.6% by 2018.	Teachers will implement evidence based curriculum and or strategies for both academic and behavioral instruction	Implement formal and informal processes that teachers and student utilize to gather evidence to directly improve the learning and progress of students. Writing folders, MAP assessments (F,W,S) common formative assessments, district assessments, Deeper Learning Project Based Learning Evidence.	MAP results CASCADE results PLC evaluation of CFA's and student progress Writing folders	progress documentation at the end of each grading cycle
		Student led conferences highlighting academic/ extracurricular / attendance/ social/ behavioral strengths and challenges along with students interest surveys matching student progress with middle school choices	MAP results CASCADE results PLC evaluation of CFA's	Last two grading cycles Spring conferences

and student progress Writing folders Conferences Attendance record

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

Goal 6:					
Strategy can be based upon the six below or another research-based attach evidence for why the strate KCWP 1: Design and De KCWP 2: Design and De KCWP 3: Design and De KCWP 4: Review, Analy KCWP 5: Design, Align	approach. Provide justification and/or gy was chosen.) eploy Standards eliver Instruction eliver Assessment Literacy yze and Apply Data	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 a responsible for ensuring the f necessary funding to execute	idelity of the activity or act	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					