

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.

State your *Proficiency* Goal

<p>Which Strategy will the school/district use to address this goal? <i>(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.)</i></p> <ul style="list-style-type: none"> • 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 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(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.</i></p> <ul style="list-style-type: none"> • 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 	<p>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.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By May of 2018, Frayser Elementary School will increase the percentage of students scoring Proficient and Distinguished combined Reading and Math.	Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)	Essential Standards Charts		General Fund
		-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)	Drop-In Visits		
		-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
			MAP Universal Screener		
			Common Assessments		
			K-Prep		
	Provide timely and appropriate academic interventions based on	-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Bi-Weekly data collection/progress monitoring by intervention staff		Title 1

<p>Goal 1:</p> <p>By 2022. Frayser Elementary School will increase the percentage of students scoring Proficient and Distinguished combined Reading and Math by 23% and decrease novice by 14%.</p>					
	student need and on-going data analysis	-Extended School Services (ESS) providing Tier 3 interventions three times weekly (KCWP4: Review, Analyze and Apply Data)	Common Assessments		
		-Tier 2 interventions provided daily by ESS staff and classroom teachers (KCWP4: Review, Analyze and Apply Data)	MAP Universal Screener		
		-Work in Professional Learning Communities (PLCs) to analyze data and determine intervention needs (KCWP4: Review, Analyze and Apply Data)	K-Prep		
<p>Objective 2:</p> <p>By May of 2018, Frayser Elementary School will decrease the percentage of students scoring Novice by 10% in combined Reading and Math.</p>	<p>Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based</p>	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)	Essential Standards Charts		General Fund
		-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)	Drop-In Visits		
		-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
			MAP Universal Screener		
	Provide timely and appropriate academic interventions based on student need and on-going data analysis	-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Common Assessments		Title 1
			K-Prep		
		-Extended School Services (ESS) providing Tier 3 interventions three times weekly (KCWP4: Review, Analyze and Apply Data)	Essential Standards Charts		
		-Tier 2 interventions provided daily by ESS staff and classroom teachers (KCWP4: Review, Analyze and Apply Data)	Drop-In Visits		
		-Work in Professional Learning Communities (PLCs) to analyze data and determine intervention needs (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
			MAP Universal Screener		
			Common Assessments		
			K-Prep		

Gap
State your **Gap** Goal

Goal 2: By May 2022, Frayser Elementary School will increase the percentage of gap students scoring Proficient and Distinguished in Reading and Math by 25% and decrease Novice by 15%.						
Which Strategy will the school/district use to address this goal? <i>(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.)</i> <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(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.)</i> <ul style="list-style-type: none">KCWP1: Design and Deploy Standards - Continuous Improvement ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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	Progress Monitoring Date & Notes	Funding
Objective 1: By May 2018, Frayser Elementary School will increase the percentage of African American students performing Proficient and Distinguished in Reading and Math (Reading: 9% to 19% and Math: 5.6% to 15.6%).	Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)		Essential Standards Charts		General Fund
		-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)		Drop-In Visits		
		-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)		Formal Observations		
				MAP Universal Screener		
				Common Assessments		

<p>Goal 2: By May 2022, Frayser Elementary School will increase the percentage of gap students scoring Proficient and Distinguished in Reading and Math by 25% and decrease Novice by 15%.</p>					
			K-Prep		
	Provide timely and appropriate academic interventions based on student need and on-going data analysis	-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Essential Standards Charts		Title 1
		-Extended School Services (ESS) providing Tier 3 interventions three times weekly (KCWP4: Review, Analyze and Apply Data)	Drop-In Visits		
		-Tier 2 interventions provided daily by ESS staff and classroom teachers (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
		-Work in Professional Learning Communities (PLCs) to analyze data and determine intervention needs (KCWP4: Review, Analyze and Apply Data)	MAP Universal Screener		
			Common Assessments		
			K-Prep		
Objective 2: By May 2018, Frayser Elementary School will increase the percentage of ELL students performing Proficient and Distinguished in Reading by 10% (5.9% to 15.9%).	Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)	Essential Standards Charts		General Fund
		-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)	Drop-In Visits		
		-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
			MAP Universal Screener		
			Common Assessments		
			K-Prep		

Growth
State your **Growth** Goal

Goal 3: By May 2022, Frayser Elementary School will increase the percentage of students demonstrating growth in Reading and Math to 50% as measured by K-Prep.						
Which Strategy will the school/district use to address this goal? <i>(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.)</i> <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(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.</i> <ul style="list-style-type: none">KCWP1: Design and Deploy Standards - Continuous Improvement ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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	Progress Monitoring Date & Notes	Funding
Objective 1: By May 2018, Frayser Elementary will increase the percentage of students demonstrating growth to 25% of 4 th and 5 th graders in Reading and Math as measured by K-Prep.	Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)		Essential Standards Charts Drop-In Visits Formal Observations MAP Universal Screener Common Assessments K-Prep		General Fund

<p>Goal 3:</p> <p>By May 2022, Frayser Elementary School will increase the percentage of students demonstrating growth in Reading and Math to 50% as measured by K-Prep.</p>					
		<p>-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)</p> <p>-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)</p>			
	Provide timely and appropriate academic interventions based on student need and on-going data analysis	<p>-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)</p> <p>-Extended School Services (ESS) providing Tier 3 interventions three times weekly (KCWP4: Review, Analyze and Apply Data)</p> <p>-Tier 2 interventions provided daily by ESS staff and classroom teachers (KCWP4: Review, Analyze and Apply Data)</p> <p>-Work in Professional Learning Communities (PLCs) to analyze data and determine intervention needs (KCWP4: Review, Analyze and Apply Data)</p>	<p>Essential Standards Charts</p> <p>Drop-In Visits</p> <p>Formal Observations</p> <p>MAP Universal Screener</p> <p>Common Assessments</p> <p>K-Prep</p>		Title 1
	Ensure vertical alignment of essential standards across grade levels	<p>-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team and in Professional Learning Communities (PLCs) to map and align essential standards (KCWP#2: Design and Deliver Instruction)</p>	<p>Essential Standards Charts</p> <p>Drop-In Visits</p> <p>Formal Observations</p> <p>MAP Universal Screener</p> <p>Common Assessments</p> <p>K-Prep</p>		General Fund

Transition readiness

State your **Transition readiness** Goal

Goal 4: By May 2022, Frayser Elementary School will increase the percentage of 5 th graders scoring Proficient or Distinguished by 23% combined Reading and Math.					
Which Strategy will the school/district use to address this goal? <i>(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.)</i> <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(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.)</i> <ul style="list-style-type: none">KCWP1: Design and Deploy Standards - Continuous Improvement ActivitiesKCWP2: Design and Deliver Instruction - Continuous Improvement ActivitiesKCWP3: Design and Deliver Assessment Literacy - Continuous Improvement ActivitiesKCWP4: Review, Analyze and Apply Data - Continuous Improvement ActivitiesKCWP5: Design, Align and Deliver Support - Continuous Improvement ActivitiesKCWP6: 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	Progress Monitoring Date & Notes	Funding
Objective 1: By May of 2018, Frayser Elementary School will increase the number of students scoring in the 50 th percentile or above on MAP by 10%.	Improve Tier 1 core academic instruction in all classrooms to ensure that it is highly effective, culturally responsive, and evidence-based	-Work in PLCs to identify and deconstruct essential standards in reading and math at all grade levels (KCWP#1: Design and Deploy Standards)	Essential Standards Charts		General Fund
		-Provide on-going professional learning on evidence based practices in reading and math (KCWP#2: Design and Deliver Instruction)	Drop-In Visits		
		-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority needs and strategies (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
		MAP Universal Screener			
		Common Assessments			
	Provide timely and appropriate academic	-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team to determine priority	K-Prep		
			Essential Standards Charts		Title 1

Goal 4: By May 2022, Frayser Elementary School will increase the percentage of 5 th graders scoring Proficient or Distinguished by 23% combined Reading and Math.					
	interventions based on student need and on-going data analysis	needs and strategies (KCWP4: Review, Analyze and Apply Data)	Drop-In Visits		
		-Extended School Services (ESS) providing Tier 3 interventions three times weekly (KCWP4: Review, Analyze and Apply Data)	Formal Observations		
		-Tier 2 interventions provided daily by ESS staff and classroom teachers (KCWP4: Review, Analyze and Apply Data)	MAP Universal Screener		
		-Work in Professional Learning Communities (PLCs) to analyze data and determine intervention needs (KCWP4: Review, Analyze and Apply Data)	Common Assessments K-Prep		
	Ensure vertical alignment of essential standards across grade levels	-Work with the University of Louisville ABRI (Academic and Behavior Response to Intervention) Team and in Professional Learning Communities (PLCs) to map and align essential standards (KCWP#2: Design and Deliver Instruction)	Essential Standards Charts Drop-In Visits Formal Observations MAP Universal Screener Common Assessments K-Prep		General Fund