## 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 <mark>*Proficiency*</mark> **Goal**

| Goal 1: Gutermuth Elementary will increase the number of students scoring Proficient/Distinguished in Reading and Math to 70% by the year 2030. | | |
|---|---|---|
| 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.)* <br>• KCWP 1: Design and Deploy Standards <br>• KCWP 2: Design and Deliver Instruction <br>• KCWP 3: Design and Deliver Assessment Literacy <br>• KCWP 4: Review, Analyze and Apply Data <br>• KCWP 5: Design, Align and Deliver Support <br>• 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.* <br>• KCWP1: Design and Deploy Standards - Continuous Improvement Activities <br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities <br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities <br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities <br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities <br>• 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 | Progress Monitoring Date & Notes | Funding |

| Goal 1: Gutermuth Elementary will increase the number of students scoring Proficient/Distinguished in Reading and Math to 70% by the year 2030. | | | | | | |
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| Objective 1:<br><br>Gutermuth Elementary will increase the number of students scoring P/D in Reading to 40% 2018 (from 32.6% to 40%). | Design and Deliver Instruction | Increased focus on Student to Student Purposeful Talk about the learning (KCAS) and implementation of consistent, intentional Critical Writing Activities. | Data shows 75% daily rate of implementation based on Fundamental Five Walkthrough Tool. | Fundamental Five Coaching Conversations | $2500 Technology Software | |
| | | Build Background Knowledge through more social studies and science instruction, use of more informational text such as Scholastic News, and increased Virtual Experiences through increased technology use. | Increased proficiency on CFAs, increased instruction in content areas. | PLC Work, Observations, Lesson Plans, Science Kit Usage | $20,000 Title 1<br><br>$5,000 Instructional Materials | |
| | Review, Analyze, and Apply Data | Refine and Consistently implement small group, needs based instruction | Increase in Classroom CFA scores | PLC Work, Observations | $0 | |
| | | PLC work consistently focused on MAP and CFA data and instructional adjustments | Increase in Classroom CFA scores | PLC Work, Observations | $0 | |
| | Establish Learning Culture and Environment | Student Goal Setting and Progress Monitoring | 100% of students will have established reading and math goals. | Data Talks with Students and Teachers | $0 | |
| | | Opportunity for teachers to participate in Magnify Learning Conference in preparation for high quality PBL experiences as well as teacher independent study of PBL. | 100% of classrooms will implement PBL in ways appropriate for grade level and time of year. | Observation | $6,000 Title 1 $3,000 PD Funds | |

| Goal 1: Gutermuth Elementary will increase the number of students scoring Proficient/Distinguished in Reading and Math to 70% by the year 2030. | | | | | |
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| Objective 2:<br><br>Gutermuth will increase the number of students scoring P/D in math to 40% (from 31% to 40%) in 2018. | Design and Deliver Instruction | Increased focus on Student to Student Purposeful Talk about the learning (KCAS) and implementation of consistent, intentional Critical Writing Activities. | Data shows 75% daily rate of implementation based on Fundamental Five Walkthrough Tool. | Fundamental Five Coaching Conversations | $2500 Technology Software |
| | | Build Background Knowledge through more social studies and science instruction, use of more informational text such as Scholastic News, and increased Virtual Experiences through increased technology use. | Increased proficiency on CFAs, increased instruction in content areas. | PLC Work, Observations, Lesson Plans, Science Kit Usage | $20,000 Title 1<br><br>$5,000 Instructional Materials |
| | Review, Analyze, and Apply Data | Refine and Consistently implement small group, needs based instruction | Increase in Classroom CFA scores | PLC Work, Observations | $0 |
| | | PLC work consistently focused on MAP and CFA data and instructional adjustments | Increase in Classroom CFA scores | PLC Work, Observations | $0 |
| | Establishing Learning Culture and Environment | Student Goal Setting and Progress Monitoring | 100% of students will have established reading and math goals. | Data Talks with Students and Teachers | $0 |
| | | Opportunity for teachers to participate in Magnify Learning Conference in preparation for high quality PBL experiences as well as teacher independent study of PBL. | 100% of classrooms will implement PBL in ways appropriate for grade level and time of year. | Observation | $6,000 Title 1 $3,000 PD Funds |

## 2: Gap

| Goal 2: |
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| Gutermuth Elementary will increase the number of males scoring Proficient in Reading to 60% by 2030. |

| 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. |
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| • KCWP 1: Design and Deploy Standards<br><br>• KCWP 2: Design and Deliver Instruction<br><br>• KCWP 3: Design and Deliver Assessment Literacy<br><br>• KCWP 4: Review, Analyze and Apply Data<br><br>• KCWP 5: Design, Align and Deliver Support<br><br>• KCWP 6: Establishing Learning Culture and Environment | • KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br><br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br><br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br><br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br><br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br><br>• KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | |

| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
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**Goal 2:**
Gutermuth Elementary will increase the number of males scoring Proficient in Reading to 60% by 2030.

| Objective 1: Gutermuth Elementary will increase the number of males scoring Proficient/Distinguished by 20% (from 25% to 35%) in 2018. | Design and Deliver Instruction | Increased focus on Student to Student Purposeful Talk about the learning (KCAS) and implementation of consistent, intentional Critical Writing Activities. | Data shows 75% daily rate of implementation based on Fundamental Five Walkthrough Tool. | Fundamental Five Coaching Conversations | $2500 Technology Software |
|---|---|---|---|---|---|
| | | Build Background Knowledge through more social studies and science instruction, use of more informational text such as Scholastic News, and increased Virtual Experiences through increased technology use. | Increased proficiency on CFAs, increased instruction in content areas. | PLC Work, Observations, Lesson Plans, Science Kit Usage | $20,000 Title 1<br><br>$5,000 Instructional Materials |
| | | Implement a Mentoring Program targeted to males. | Increased Attendance, Decreased SRT calls | Attendance Team, PBIS Team | $0 |
| Objective 2: Gutermuth will decrease the number of males scoring Novice in reading by 25%( from 54% to 40%) in 2018. | Review, Analyze, and Apply Data | Refine and Consistently implement small group, needs based instruction | Increase in Classroom CFA scores | PLC Work, Observations | $0 |
| | | PLC work consistently focused on MAP and CFA data and instructional adjustments | Increase in CFA and MAP scores | PLC Agendas | $0 |
| | | Implement a Mentoring Program targeted to males. | Increased Attendance, Decreased SRT calls | Attendance Team, PBIS Team | $0 |

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

## 3: Graduation rate
State your <mark>Graduation rate</mark> **Goal**

| Goal 3: No Goal for Elementary and Middle Schools | | |
|---|---|---|
| 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.)*<br>• KCWP 1: Design and Deploy Standards<br>• KCWP 2: Design and Deliver Instruction<br>• KCWP 3: Design and Deliver Assessment Literacy<br>• KCWP 4: Review, Analyze and Apply Data<br>• KCWP 5: Design, Align and Deliver Support<br>• 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.*<br>• KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br>• 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 | Progress Monitoring Date & Notes | Funding |
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| Objective 1: | | | | | |
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| Goal 3:     No Goal for Elementary and Middle Schools | | | | | |
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| Objective 2: | | | | | |
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## 4: Growth
State your <mark>*Growth*</mark> **Goal**

**Goal 4:**
Gutermuth will decrease the number of students scoring Novice in Reading to 20% by 2030.

| 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. |
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| • KCWP 1: Design and Deploy Standards <br><br> • KCWP 2: Design and Deliver Instruction <br><br> • KCWP 3: Design and Deliver Assessment Literacy <br><br> • KCWP 4: Review, Analyze and Apply Data <br><br> • KCWP 5: Design, Align and Deliver Support <br><br> • KCWP 6: Establishing Learning Culture and Environment | • KCWP1: Design and Deploy Standards - Continuous Improvement Activities <br> • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities <br> • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities <br> • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities <br> • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities <br> • 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:** <br><br> Gutermuth will decrease the number of males scoring Novice in reading by 20% (from 54% to 40%) by 2018. | Design and Deliver Instruction | Increased focus on Student to Student Purposeful Talk about the learning (KCAS) and implementation of consistent, intentional Critical Writing Activities. | Data shows 75% daily rate of implementation based on Fundamental Five Walkthrough Tool. | Fundamental Five Coaching Conversations | $2500 Technology Software |
| | | Build Background Knowledge through more social studies and science instruction, use of more informational text such as Scholastic News, and increased Virtual Experiences through increased technology use. | Increased proficiency on CFAs, increased instruction in content areas. | PLC Work, Observations, Lesson Plans, Science Kit Usage | $20,000 Title 1 <br><br> $5,000 Instructional Materials |

| Goal 4: Gutermuth will decrease the number of students scoring Novice in Reading to 20% by 2030. | | | | | |
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| Objective 2:<br><br>Gutermuth will decrease the number of African American Students scoring Novice in reading by 20% (from 52% to 41.6) in 2018. | Review, Analyze, and Apply Data | Refine and Consistently implement small group, needs based instruction | Increase in Classroom CFA scores | PLC Work, Observations | $0 |
| | | PLC work consistently focused on MAP and CFA data and instructional adjustments | Increase in CFA and MAP scores | PLC Agendas | $0 |
| | | Host a "Boys Read" Family Night in Spring 2018 | Rosters indicating Family Attendance | ILT, FRC Monitoring of Rosters | $2,000 Title 1 Parent Involvement Funds |

**5: Transition readiness**
State your *Transition readiness* **Goal**

| Goal 5: |
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| Gutermuth will increase the number of 5th grade students scoring Proficient in Reading/Math by 20% in 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.)* | 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. |
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| • KCWP 1: Design and Deploy Standards<br>• KCWP 2: Design and Deliver Instruction<br>• KCWP 3: Design and Deliver Assessment Literacy<br>• KCWP 4: Review, Analyze and Apply Data<br>• KCWP 5: Design, Align and Deliver Support<br>• KCWP 6: Establishing Learning Culture and Environment | • KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br>• KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | |

| Objective | | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
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| Objective 1:<br><br>Gutermuth will increase the number of 5th grade students scoring Proficient/Distinguished in Reading by 25% (from 26% to 32.1%) in 2018. | Design and Deliver Instruction | Increased focus on Student to Student Purposeful Talk about the learning (KCAS) and implementation of consistent, intentional Critical Writing Activities. | Data shows 75% daily rate of implementation based on Fundamental Five Walkthrough Tool. | Fundamental Five Coaching Conversations | $2500 Technology Software |
| | | Build Background Knowledge through more social studies and science instruction, use of more informational text such as Scholastic News, and increased Virtual Experiences through increased technology use. | Increased proficiency on CFAs, increased instruction in content areas. | PLC Work, Observations, Lesson Plans, Science Kit Usage | $20,000 Title 1<br><br>$5,000 Instructional Materials |

| Goal 5: |
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| Gutermuth will increase the number of 5th grade students scoring Proficient in Reading/Math by 20% in 2018. |

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| Objective 2:<br><br>Gutermuth will increase the number of 5th grade students scoring Proficient/Distinguished in Math by 20% (from 27% to 33.1%) in 2018. | Review, Analyze, and Apply Data | Refine and Consistently implement small group, needs based instruction | Increase in Classroom CFA scores | PLC Work, Observations | $0 |
| | | PLC work consistently focused on MAP and CFA data and instructional adjustments | Increase in CFA and MAP scores | PLC agendas | $0 |
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**6: Other (optional)**
State your *Other* **Goal** (optional)

| Goal 6: | Deeper Learning Goals are embedded into Proficiency and Gap Goals. |
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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.)* <br> • KCWP 1: Design and Deploy Standards <br> • KCWP 2: Design and Deliver Instruction <br> • KCWP 3: Design and Deliver Assessment Literacy <br> • KCWP 4: Review, Analyze and Apply Data <br> • KCWP 5: Design, Align and Deliver Support <br> • 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.* <br> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities <br> • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities <br> • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities <br> • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities <br> • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities <br> • 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. |
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
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| Objective 1: | | | | | |
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| Objective 2: | | | | | |
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| Goal 6: Deeper Learning Goals are embedded into Proficiency and Gap Goals. |  |  |  |  |  |
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