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 & 2: Proficiency and GAP
State your *Proficiency* and Gap **Goal**

Goal 1:
By 2019-2020, Mill Creek Elementary will reach an average combined 42% proficient/distinguished in Reading and Math for ALL students and for GAP students.

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.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By 2017-2018, Mill Creek Elementary will reach an average combined 37% proficient/distinguished in Reading and Math for ALL students and for GAP students.	Seek and provide resources for educators at Mill Creek in the area of deeper learning in order to increase engagement in the classroom (KCWP 2 and 6)	Apply for the deeper learning grant	65% of teachers will report sufficient time to meet the needs of their students.	Walkthroughs (weekly)	No additional funding
		Provide instructional resources and articles to staff about deeper learning		CSS	N/A
	Attend district- provided professional development and provide follow-up support of implementation in deeper learning strategies (KCWP 2 and 6)	Attend UK Next Generation training		Resource file – ongoing	N/A
		School-based deeper learning team meets weekly	80% of students will agree school is fun	Staff newsletter (weekly)	N/A
	Provide more support for Tier II and Tier II students (Interventions -KCWP 5)	Daily block interventions in reading and math	Increase the % of teachers who report they have sufficient time to meet the needs of all students are reported on the TELL survey (from 57 to 65%)	PLC weekly	Title I
		Demo room			Title I
	Attend district-provided training math and reading (KCWP 2&6)	Number talks and word problems	MAP growth data	MAP (Winter, Spring)	Title I
		Guided reading LLI	MAP growth data	MAP (Winter, Spring)	Title I

3. Growth
State your *Growth* **Goal**

Goal 4:
By the end of the 2019-2020 school year, our school will increase the percentage of students meeting their expected growth by 5% in Reading and Math as measured by MAP. Baseline data is being collected in 2017-2018.

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.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, 100% of students will show Fall to Spring growth in MAP Reading and Math RIT scores; 50% of students will meet their expected Fall to Spring growth in Reading and Math as measured by MAP.	Strategy 1. Our school will develop our capacity in utilizing MAP data for personalizing instructional strategies and interventions (KCWP 2 and 4).	Our school will have educators attend district provided MAP training.	MAP data	Fall, Winter, Spring	General
		Our PLCs will revise their protocols to examine MAP data in their assessment discussion in order to provide feedback on instruction and groupings.	PLC Agenda	Weekly PLC minutes	Title I
Objective 2:					

5: Transition readiness
State your <mark>Transition readiness</mark> **Goal**

Goal 5: To better prepare students socially and emotionally for middle school, students will increase their ratings of their sense of belonging, school engagement, and voice by 10% by 2019-2020, as measured by the Comprehensive School surveys.

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.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: To better prepare students socially and emotionally for middle school, students will increase their ratings of their sense of belonging, school engagement, and voice by 5%, by 2017-2018,as measured by the Comprehensive School surveys.	All students will be provided with experiences and opportunities to be nurtured by adult staff and/or volunteers (KCWP 6)	Develop curriculum and timeline for bullying instruction at our school	CSS	Oct, Jan, March	N/A
		Continue mentoring for all male students in 5th grade and most 4th graders	CSS	Oct, Jan, March	N/A
		Implement Block Schedule that allows all students to have access to areas of strength and improvement both academically and personally.	CSS	Oct, Jan, March	N/A
Objective 2:					

6: Other (optional)
State your <mark>Other</mark> **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 • 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		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.

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