

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 Proficiency/Gap Goal/Transition Readiness

Goal 1: By the end of the 2022 school year, Rutherford will increase the percentage of students scoring at the proficient/distinguish level to 47.6 in 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 the end of the 2018 school year, Rutherford will increase the percentage of students scoring at the proficient/distinguish including GAP students level to 37.6 in combined Reading and Math.	Reviewing, analyzing, multiple data points to drive interventions and inform instruction. Core Work Process(Review, Analyze, and Apply Data) and Design and Deliver Assessment Literacy	During PLCs grade groups will analyze formative assessments. They will pull resources based upon the learning needs to support students in interventions.	Formative assessments and MAP Growth,	October-May 2018	General Funding
	Monitor and Track students using MAP Data. Core Work Process(Review, Analyze, and Apply Data)	During PLCs grade groups will monitor students’ progress through analyzing One Drive Data. Grade groups will complete Novice Reduction Sheets and Proficiency Increase worksheets. MAP Data will be utilized for continuous improvement of instruction and interventions.	Increase in students scoring proficiency. Decrease in students scoring Novice.	October-May 2018	Title 1 30,000
		MAP Growth Scores will be utilized to monitored students’ progress. Instruction will be differentiated based upon the learning needs of students.	Increase students’ MAP Scores	October-May 2018	
	Strategies from the Fundamental Five will be implemented to improve the instructional practice. Core Work Process(Design and Deliver Instruction)	Principal and RAMS Support Team will monitor instructional practice through Powerwalks.	Increase student engagement and increase in students scoring proficiency and a decrease in students scoring novice.	October-May 2018	Title 1 30,000

Goal 1: By the end of the 2022 school year, Rutherford will increase the percentage of students scoring at the proficient/distinguish level to 47.6 in combined Reading and Math.					
		Principal and RAMS Support Team will coach teachers one on one based upon data from powerwalks. Teachers will have opportunity to conduct walkthroughs using powerwalks.	Increase student engagement and increase in students scoring proficiency and a decrease in students scoring novice.	October-May 2018	Title 1 30,000
Objective 2:	Curriculum alignment Core Work Process(Design and Deliver Instruction)	PLCs teams will meet to ensure that the instructional program is aligned to the Kentucky Core Academic Standards and research based.	Increase Teacher's understanding of the standards and increase students' engagement	October-May 2018	Title 1 30,000
	Attendance	Student's attendance will be monitored and tracked. Celebrations will occur based upon student attendance data.	Increase student attendance	October-May 2018	At Risk 500
	Parental Involvement	Family engaging activities will occur to support student achievement. Such activities as Math/Literacy Night, Muffins for Moms, Doughnuts for Dad, Visual Arts Night, Granola for Grandparents, and Transition to Middle School will occur to support families and students in achieving the Kentucky Core Academic Standards.	Increase student engagement and increase in students scoring proficiency and a decrease in students scoring novice	October-May 2018	Title 1 9,000
		Professional development will occur to analyze data and re-group students based upon their learning needs.			

2: Gap

State your Gap Goal

Goal 2: See Proficiency Goal		
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 Standards KCWP 2: Design and Deliver Instruction 	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 Activities KCWP2: Design and Deliver Instruction - 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.

Goal 2: See Proficiency Goal					
<ul style="list-style-type: none">• 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		<ul style="list-style-type: none">• 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			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:		
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>	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 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.

Goal 3:

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

4: Growth
State your **Growth** Goal

	Goal 1: By the end of 2022 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. 5%.					
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>	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>					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	Target Dates	Progress Monitoring Date & Notes	Funding
Objective 1: During 2017-2018, Rutherford will focus in the area of Reading. Specifically Rutherford will increase the percentage of students scoring in the area of growth by 3%.	Administer MAP three times during the school year.	Awards ceremony will celebrate students achieving growth on MAP assessment.	Increase in students' MAP RIT Scores	January and May 2018		At-Risk Fund
		Moby Max and Study Island will be utilized with students in Tier 2 and Tier Interventions. The activities connected with Moby Max will be linked directly to MAP data.	Increase in students' MAP RIT Scores	Oct-May 2018		At-Risk Fund and Title 1
		Goal setting with students will occur based upon MAP and formative assessments	Increase in students' MAP RIT Scores	December and February 2018		General Fund and Title1
Objective 2:						

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: See 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 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		<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 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		<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:					
<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 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		<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 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		<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					