TOOL: GOAL BUILDER

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

You can complete this document and attach to your Trunnell Elementary CSIP Phase III (Goal Builder). Alternatively, you can type in your goals, objectives, strategies, and activities directly into eProve.

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.

Definitions

- 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.

1: Proficiency

State your **Proficiency** Goal

Goal 1:

By the end of the 2021-2022 school year, 47.5% of all Trunnell Elementary School students will score Proficient or Distinguished in Reading on KPREP.

By the end of the 2021-2022 school year, 48.7% of all Trunnell Elementary School students will score Proficient or Distinguished in Math on KPREP.

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: By the end of the 2017-2018 school year, 37.5% of all Trunnell Elementary	The learning targets, lesson activity and formative assessment will be aligned to daily lesson activities.	Team Planning- Teachers will meet in PLCs to develop lesson plans and common formative assessments during each 9 week cycle. PLCs will work collaboratively to ensure curriculum is aligned, and curriculum pacing is appropriate to ensure mastery of all content standards.	Common formative assessment data	4 times a year	\$2000 General
School students will score Proficient or Distinguished	(KCWP 2)	Teachers in grades K - 5th will plan and implement reading and math lessons using the school curriculum resources <i>Journeys</i> and <i>Go Math</i> . Reading and mathematics curriculum will build and strengthen students' understanding of state standards, problemsolving skills and content vocabulary as evidenced by	Common formative assessment data	3 times each cycle	\$0

Goal 1:

By the end of the 2021-2022 school year, 47.5% of all Trunnell Elementary School students will score Proficient or Distinguished in Reading on KPREP.

By the end of the 2021-2022 school year, 48.7% of all Trunnell Elementary School students will score Proficient or Distinguished in Math on KPREP.

on KPREP.		-			
in Reading on KPREP.		instructional walkthroughs and teacher lesson plans and nine-weeks cycle plans.			
	Differentiated instruction will be provided at each grade level to engage students. (KCWP 1&2)	Collaborate with Solution tree on professional development for teachers.	Change in teacher practices and improved student achievement results	January March May	\$15,000 Title 1
		Classroom and daytime ESS teachers will provide focus group instruction to all students at each grade level to attain mastery of reading and math standards. Mastery of reading and math standards will be measured by student performance results from assessments. Mastery of the standards and skills will be determined through benchmark tests three time during each nine weeks cycle.	MAP benchmarks met	Fall/Winter/Spring	\$70,000 Title 1 (ESS Teachers)
	Teachers will work in collaborative teams through PLCs to plan instruction, common formative assessments and to share resources. (KCWP 2)	Teachers will work in their PLCs along with the Goal Clarity Coach to develop SMART goals for reading and mathematics. Teacher will also work with students to develop individual goals. Teachers will monitor their progress in meeting classroom and individual student goals. Teachers will provide students with specific feedback on progress towards set goals.	Attainment of set goals (SMART goals)	September May	\$0

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By the end of the 2021-2022 school year, 48.7% of all Trunnell Elementary School students will score Proficient or Distinguished in Math on KPREP.

By the end of the 2017-2018 school year, 38.9% of all Trunnell Elementary School students will score Proficient or Distinguished in Math on KPREP.	At the beginning and end of each school year, teachers will use the self-assess	Teachers will implement and monitor the 30-60-90 Day Plan developed by the leadership team; and identify students performing apprentice and novice on the "name-and-claim" priority lists.	Implementation and Impact checks on 30- 60-90 plans	Fall/Winter/Spring	\$0
	the sen-assess tool to evaluate their effectiveness as a PLC, set norms and develop SMART goals. (KCWP 6) The leadership team will develop and implement a plan for celebrations when goals are met. (KCWP 6)	A school-wide assessment plan will be developed to include a framework for teaching multiple choice and extended response strategies. The assessment plan will include a schedule of common formative assessments that are aligned to teacher lesson plans and district pacing maps.	Common formative assessment data	July	\$0
		"Proficiency Celebrations" will be planned after each common formative assessment to recognize students who have scored "proficient" or "distinguished", obtained 70% or greater of the multiple choice items correct, or have demonstrated an overall growth and improvement since the previous proficiency assessment.	District assessments	On-going	\$1500 Student Activity

2: Gap
State your Gap Goal

Goal 2:

Objective

By the end of the 2021-2022 school year, 44.7% of Trunnell Elementary School gap students (non-duplicated) will score Proficient or Distinguished in Reading on KPREP.

By the end of the 2021-2022 school year, 45.7% of Trunnell Elementary School gap students (non-duplicated) will score Proficient or Distinguished in Math on KPREP.

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
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- 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
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- KCWP5: Design, Align and Deliver Support Continuous Improvement Activities
- KCWP6: Establishing Learning Culture and Environment
 Continuous Improvement Activities

Activities to deploy strategy

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

Funding

Measure of

			Success	Monitoring Date & Notes	8
Objective 1: By the end of the 2017-2018 school year, 34.1% of Trunnell Elementary School	Curriculum and instruction will be aligned to research-based best practice. Curricular resources will be current and	Teachers will provide daily opportunities for students to write across the content in learning logs and/or content notebooks to demonstrate learning, demonstrate understanding of content and to build on writing skills.	Student work analysis (growth)	On-going	\$0
gap students (non- duplicated) will score Proficient or Distinguished in Reading on KPREP.	aligned to state standards each subject area. (KCWP 2)	Teachers will utilize standards based bulletin boards to display exemplary student work in grades kindergarten through 5 th . Standards based bulletin boards will serve as models of mastery and proficient work.	Student work analysis	On-going	\$0
By the end of the 2017-2018 school year, 35.4% of Trunnell		Teachers will use "flashback" materials to review reading and math content standards. Students will gain practice with K-Prep like items such as	Student work analysis and		

Goal 2: By the end of the 202 Distinguished in Read		2.7% of Trunnell Elementary School gap students (n	on-duplicated) wil	l score Proficien	it or
Distinguished in Mat	•	5.7% of Trunnell Elementary School gap students (n		l score Proficien	it or
Elementary School gap students (non-duplicated) will score Proficient or Distinguished in Math on KPREP.		multiple choice and extended response questions. Teachers will utilize a school-wide framework for teaching students how to answer multiple choice and extended response questions.	school based assessments		
Objective 2:	Extended learning	Teachers will provide additional reading and	Progress	January	Attain

duplicated) will score Proficient or Distinguished in Math on KPREP.		framework for teaching students how to answer multiple choice and extended response questions.	ussessments		
Objective 2: By the end of the 2017-2018 school year, 33.7% of atrisk students (F/R Lunch) at Trunnell Elementary School will score Proficient or Distinguished in Reading, and	Extended learning opportunities before/during/and after school will be available to provide students with additional time to master content standards and skills in Reading and Mathematics.	Teachers will provide additional reading and math instruction before and after school through Trunnell's extended learning programs. Instruction will focus on content standards and developing fundamental skills for identified tiered students. Progress reports will be mailed home to parents/guardians to inform them of their child's progress in the extended learning program.	Progress monitoring data of ESS programs.	January (after school program)	Attain Funds/ Extended Learning \$43,000
34.5% in Math on KPREP.	(KCWP 4 & 5)	Teachers will used the Journey's "Write in Readers" books with students who struggle in writing development. Teachers will instruct students in small groups with writing to learn and writing to demonstrate learning activities. Graphic organizers will be taught to students and regularly used to support writing instruction.	Student work analysis and formative assessment data	On-going	\$2000 Title 1

3: Graduation rate

State your **Graduation rate** Goal

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(N/A- Does not apply for Elementary Schools.)

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 Continuous Improvement Activities

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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 4:

Objective

By the end of the 2019-2020 school year, there will be a ten percent gain to 80% (five-percentage point each year) in the percentage of 3rd through 5th grade students meeting expected growth targets from Fall to Spring in Reading and Math as measured by MAP. (Baseline data will be 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.)

- 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
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Strategy

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 Continuous Improvement Activities

Activities to deploy strategy

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

Funding

Measure of

			Success	Monitoring Date & Notes	8
By the end of the 2017-2018 school year, 70% of 3 rd through 5 th grade students will meet expected growth targets from Fall to Spring in Reading and Math as	Trunnell Elementary School will develop a professional development plan to build teacher	Classroom teachers and interventionist will attend quarterly MAP trainings at Trunnell.	Implementation of instructional strategies through walkthroughs.	On-going	\$3000 Title 1
	capacity in utilizing MAP data to personalize instruction for their students. (KCWP 2 & 4).	PLCs will analyze and utilize MAP data to plan whole group and small group instruction based on student needs.	Student work analysis and formative assessment data	On-going	\$0
		The Goal Clarity Coach will work with classroom teachers in PLCs to set classroom and individual student goals at each grade level.	Attainment of set goals	On-going	\$0

Goal 4:

By the end of the 2019-2020 school year, there will be a ten percent gain to 80% (five-percentage point each year) in the percentage of 3rd through 5th grade students meeting expected growth targets from Fall to Spring in Reading and Math as measured by MAP. (Baseline data will be collected in 2017-2018.)

Objective 2: By the end of the 2018-2019 school year, 75% of 3 rd through 5 th grade	Teachers will engage in regular professional development to improve their	Classroom teachers and interventionist will deliver intervention and enrichment instruction to students in small groups based on Fall/Winter/Spring MAP data results.	MAP data	Fall/Winter /Spring	\$0
students will meet expected growth targets from Fall to Spring in Reading and Math as	effectiveness through the certified evaluation process (TPGES). They will also continue to	The school leadership team, in collaboration with the SBDM, will develop a professional development plan that includes quarterly schoolbased trainings on MAP.	MAP benchmarks met	August	\$0
measured by MAP.	improve in the area of assessment literacy. (KCWP 5)	Teachers will develop common formative assessments to determine mastery of skills and standards identified as deficits in the grade level trend reports to determine student growth. Assessment results will be analyzed in PLCs and/or job embedded PD.	Common formative results	3 times each nine weeks cycle	\$1000

5: Transition readiness

State your **Transition readiness** Goal

Goal 5:

By the end of the 2018-2019 school year, 66.1% of all students and 63.7% of gap students (non-duplicated) at Trunnell Elementary will score Proficient/Distinguished in Combined Reading and Math on KPREP.

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
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- 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.

Goal 5:

By the end of the 2018-2019 school year, 66.1% of all students and 63.7% of gap students (non-duplicated) at Trunnell Elementary will score Proficient/Distinguished in Combined Reading and Math on KPREP.

- KCWP 6: Establishing Learning Culture and Environment
- KCWP5: Design, Align and Deliver Support Continuous Improvement Activities
- KCWP6: Establishing Learning Culture and Environment

Objective	Strategy	KCWP6: Establishing Learning Culture and Environment Continuous Improvement Activities Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, 59.3% of all students at Trunnell Elementary will score Proficient/ Distinguished in Combined Reading and Math on KPREP. By the end of the	The certified staff, in vertical and horizontal teams, will identify essential standards at each grade level in Reading and Math and provide feedback to transitioning grades on student mastery of essential skills and progression. (KCWP 4&5)	The Counselor, FRC Coordinator, Success Coach, RTI Coordinator, Attendance Clerk, School Social Worker and administrators will work collaboratively to identify students at-risk of failing due to poor attendance and behavior. Strategies to address barriers to their learning will be documented in the school's behavior and attendance plans. Additionally, staff will meet with district personnel to develop a transition plan to support struggling students moving into kindergarten and middle school. This support team will meet regularly to monitor student progress toward set goals.	Improved attendance and behavior data for struggling students	monthly	\$0
2017-2018 school year, 56.4% of gap students (non- duplicated) will score Proficient/ Distinguished in		The administration will involve all stakeholders in the school's efforts to monitor and review its instructional programs annually for the purpose of overall student achievement and improvement.	District and School surveys	quarterly	\$0
Combined Reading and Math on KPREP.		Kindergarten through 5th Grade teachers will collaborate with ELL, ECE, related arts teachers and parents to showcase student presentations of their work as a results of deeper learning activities in the classroom.	Community turnout, stakeholder feedback, evidence of student learning and growth	Once in Fall and Spring	\$2000 General
Objective 2:	School administrators will	Administrators will conduct daily walkthroughs using the PowerWalks instrument to determine	Change in teacher practices and student	daily	\$5000 General

Goal 5:								
By the end of the 201	.8-2019 school year, 66	1% of all students and 63.7% of gap students (non-	duplicated) at Trui	nnell Elementary	y will			
score Proficient/Distinguished in Combined Reading and Math on KPREP.								
By the end of the 2017-18 school year, 85% of all early childhood	-18 school walkthroughs and give early childhood teachers regular feedback on job	school-wide trends, conference with teachers on individual performance, and to provide training for instructional improvements.	achievement results					
student will be kindergarten ready.		Teachers will attend the Kagan Strategy professional development to address the various learning styles of their students.	Change in teacher practices and student achievement results	District training calendar	\$0			
		Non-tenured teachers will be matched with experienced teachers to provide additional support and to developing best practices in instruction across the school.	Change in teacher practices and student achievement results	August	\$0			

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

Goal 6: N/A					
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:					