

## \$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 Goal

Goal 1: Watterson’s 3 <sup>rd</sup> -5 <sup>th</sup> grade students will meet the Math Proficiency goal of 53.4% and the Reading Proficiency goal of 54% by 2020 on the state assessment					
Which <b>Strategy</b> 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"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> 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"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		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: 49.3% of Watterson students in grades 3-5 will score Proficient or higher in math on the state administered assessment in 2018.	KCWP 2: Design and Deliver Instruction	Staff will be provided training from the book study, <a href="#">Executive Function</a> , and implementation will be monitored through a walkthrough instrument.	Walkthroughs showing that all staff are consistently implementing <a href="#">Executive Function</a> strategies.		\$
		Staff will be provided training on KAGAN strategies to increase student engagement in math (**and reading)	Walkthroughs showing that all staff are consistently implementing the KAGAN strategies.		\$0
		Staff will be provided training to develop project-based lessons.	Project-based learning exhibits		
		PLCs will be provided time and support to plan lessons collaboratively that align with KY Core Academic Standards in math throughout the school year.	Lesson plans turned in to the principal.		
	KCWP 3: Design and Deliver Assessment Literacy	PLCs will develop common formative and summative assessments in math throughout the school year.	Assessments used and turned in to the principal		\$0
		PLCs will use data from MAP to help plan around individual students in math.	Lesson Plans and PLC Minutes		\$6400

Goal 1: Watterson's 3 <sup>rd</sup> -5 <sup>th</sup> grade students will meet the Math Proficiency goal of 53.4% and the Reading Proficiency goal of 54% by 2020 on the state assessment					
	KCWP 5: Design, Align, and Deliver Support	Intervention time will be allotted to provide support for math (** and reading) through ESS and technology support within the day (Dreambox).	Schedules; student rosters; student data; attendance		
		Time will be allotted for professional development to support teachers in designing and aligning math Core Academic Standards to Envision Math, JCPS Curriculum Maps and additional resources.	Lesson plans; PLC minutes and attached artifacts		
Objective 2: 50.0% of Watterson students in grades 3-5 will score Proficient or higher in reading on the state administered assessment in 2018.	KCWP 2: Design and Deliver Instruction	Staff will be provided professional development from the book study, <u>Executive Function</u> , and implementation will be monitored through a walkthrough instrument.	Walkthroughs showing that all staff are consistently implementing <u>Executive Function</u> strategies.		\$
		Staff will be provided training on KAGAN strategies to increase student engagement in reading (**and math)	Walkthroughs showing that all staff are consistently implementing the KAGAN strategies.		\$0
		Staff will be provided training to develop project based lessons.	Project-based learning exhibits		
		PLCs will be provided time and support to plan collaboratively lessons that align with KY Core Academic Standards in reading throughout the school year.	PLC minutes and attached artifacts; Lesson plans		
	KCWP 3: Design and Deliver Assessment Literacy	PLCs will develop common formative and summative assessments in literacy throughout the school year.	PLC minutes and attached artifacts; student data		\$0
		PLCs will use assessment data in Literacy on MAP to plan around individual students	Lesson Plans; WIN groups; ESS groups		\$6400
	KCWP 5: Design, Align, and Deliver Support	Intervention time will be allotted to provide support for reading through daily interventions (WIN), daytime ESS, before/after school ESS, and before school technology support (LEXIA).	Schedules; student rosters; student data; attendance		

2: Gap  
State your Gap Goal

Goal 2: Watterson students in the non-duplicated gap group will increase in Proficiency in Math to 50.3% and will increase in Proficiency in Reading to 51.7% on the state assessment in 2020.						
Which <b>Strategy</b> 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"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> 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"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		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: 46.0% of Watterson students in grades 3-5 in the non-duplicated gap group will score Proficient or higher in Math on the state assessment in 2018.	KCWP 6: Establishing Learning Culture and Environment	Parents will be provided resources to assist their students in math.		Family Curriculum Nights; newsletters; additional resources		
		Attendance plan will increase student attendance to reach our attendance goal of 96%, which will positively impact all students		Reach attendance goal by the end of the school year in 2018.		\$0

Goal 2: Watterson students in the non-duplicated gap group will increase in Proficiency in Math to 50.3% and will increase in Proficiency in Reading to 51.7% on the state assessment in 2020.					
		Staff professional development in teaching special populations (ADHD, students whom experienced significant trauma) in math (**and reading) to build capacity within teacher effectiveness.	Professional development plan		\$0
Objective 2: 47.5% of Watterson students in grades 3-5 in the non-duplicated gap group will score Proficient or higher in Reading on the state assessment in 2018.	KCWP 6: Establishing Learning Culture and Environment	Parents will be provided resources to assist their students in reading.	Family Curriculum Nights; newsletters; additional resources		
		Staff professional development in teaching special populations in reading to help with teacher effectiveness	Professional development plan		\$0
		Intervention and Enrichment programs will be put into place to meet the needs of all students in reading.	WIN/RTI Plan		

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Not Applicable for Elementary Schools		
Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	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: Not Applicable for Elementary Schools					
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: 80% of students at Watterson will meet their individual growth goals for MAP in reading and math by the Spring of 2020.		
Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> </ul>	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 4: 80% of students at Watterson will meet their individual growth goals for MAP in reading and math by the Spring of 2020.					
		<ul style="list-style-type: none"> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 70% of students will reach their growth goal in math on MAP testing by the Spring of 2018.	KCWP 5: Design, Align, and Deliver Support	Staff will receive professional development in understanding and using MAP reports to understand student mastery of the standards in math.	Successfully using reports by teachers		\$0
		Training and support for the use of MAP for goal setting in math for all students.	Goal Setting Sheets for each student		\$0
Objective 2: 70% of students will reach their growth goal in reading on MAP testing by the Spring of 2018.	KCWP 5: Design, Align, and Deliver Support	Staff will receive professional development in understanding and using MAP reports to understand student mastery of the standards in reading.	Successfully using reports by teachers		\$0
		Training and support for the use of MAP for goal setting in reading for all students.	Goal Setting Sheets for each student		\$0

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: Watterson’s 5 <sup>th</sup> grade students will have 58.9% transition readiness for middle school by 2022.		
Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> </ul>	Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> </ul>	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: Watterson’s 5 <sup>th</sup> grade students will have 58.9% transition readiness for middle school by 2022.					
<ul style="list-style-type: none"> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<ul style="list-style-type: none"> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Watterson’s 5 <sup>th</sup> grade students will have 51% transition readiness for middle school by 2018.	KCWP 3: Design and Deliver Assessment Literacy	Provide professional development and training for teachers to develop project based lessons	Project-based learning exhibits		
		Use Proficiency assessments and analyze results to inform teaching in 5 <sup>th</sup> grade Social Studies and 4 <sup>th</sup> grade Science	PLC minutes; lesson plans		
		Provide hands-on experience in Science instruction throughout the school year.	Walkthroughs; Observed lessons		
Objective 2: Watterson’s 5 <sup>th</sup> grade students will have 51% transition readiness for middle school by 2018.	KCWP 6: Establishing Learning Culture and Environment	Invite middle schools to visit and meet with 5 <sup>th</sup> grade students to share the middle school experience and expectations.	Scheduling of schools		

6: Other (optional)

State your **Other** Goal (optional)

Goal 6:		
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed</i>	Which <b>Activities</b> 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.



Goal 6:					
<i>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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					