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:
Wilder 3rd-5th grade students will meet the Math Proficiency goal of 64.1 and the Reading Proficiency goal of 67% by 2020 on the state assessment

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.
• 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	• 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	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 61% of Wilder students in grades 3-5 will be Proficient or higher in Math on the state administered assessment in 2018	KCWP 2: Design and Deliver Instruction	Staff will be provided training in the Fundamental Five and implementation will be monitored through a walkthrough instrument	Walkthroughs showing that all staff are implementing the Fundamental Five consistently		$0
		PLC's will be provided time and support to collaboratively plan unit lessons that align with KY core academic standards in Math throughout the school year	Lesson plans turned in to the principal		$0
	KCWP 3: Design and Deliver Assessment Literacy	PLC's will develop common formative and summative assessments in Math throughout the school year	Assessments used and turned in to the principal		$0
		PLC's will use data from MAP to help plan around individual students in Math	Lesson Plans and PLC Minutes		$6400
	KCWP 5: Design, Align, and Deliver Support	Intervention time will be allotted to provide support for Math (** and reading) during the school day	Lesson plans turned into the principal		
		Time will be allotted in professional development to support teachers in designing and aligning Math Envision curriculum	Lesson Plans and PLC minutes		
Objective 2: 62.5% of Wilder students in grades 3-5 will be Proficient or higher in Reading	KCWP1: Design and Deploy Standards	Technical assistance from the district literacy specialist will provide professional development on the District's Literacy Framework and best practices and continue to support through work with PLC's	Teachers will incorporate these into their lesson plans and practice		$0

Goal 1:					
Wilder 3rd-5th grade students will meet the Math Proficiency goal of 64.1 and the Reading Proficiency goal of 67% by 2020 on the state assessment					
on the state administered assessment in 2018		Incorporation of more writing within lesson planning and practice with implementation of critical writing as part of the Fund. 5	Teachers will incorporate these into their lesson plans and practice		$0
		Provide targeted support, training, and implement On Demand writing in all 3rd, 4th, and 5th grade classes	Evident in student work products that will be analyzed in PLC's		$0
		PLC's will be provided time and support to collaboratively plan unit lessons that align with KY core academic standards in Literacy throughout the school year	Lesson Plans and PLC Minutes		$0
	KCWP 3: Design and Deliver Assessment Literacy	PLC's will develop common formative and summative assessments in Literacy throughout the school year	Assessments submitted to the principal		$0
		PLC's will use assessment data in Literacy on MAP to plan around individual students	Lesson Plans		$6400

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

Goal 2:		
Wilder students in the gap group non- duplicated will increase in Proficiency in Math to 52.9% and will increase in Proficiency in Reading to 55.8% on the state assessment in 2020		
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.

Goal 2:
Wilder students in the gap group non- duplicated will increase in Proficiency in Math to 52.9% and will increase in Proficiency in Reading to 55.8% on the state assessment in 2020

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 3rd-5th graders at Wilder students in the non - duplicated gap group will increase in Proficient in Math to 48.8% in 2018 on the state assessment	KCWP 6: Establishing Learning Culture and Environment	Establish parent programs to families needing more support in helping their children in Math during the school year	Implement two programs for providing training in literacy strategies and Math strategies for parents		$4000
		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
		Staff professional development in teaching special populations in math to help with teacher effectiveness	Professional development plan		$0
Objective 2: 3rd-5th graders at Wilder students in the non-duplicated gap group will increase in Proficient in Reading to 51.9% in 2018 on the state assessment	KCWP 6: Establishing Learning Culture and Environment	Establish parent programs to families needing more support in helping their children in literacy during the school year	Parent Programs on the school calendar		$4000
		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 (also Math)---see above Goal 1 Strategy Five	WIN/RTI Plan		$15,000

3: Graduation rate
State your Graduation rate Goal

Goal 3:
Not Applicable for Elementary 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.)*	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	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

• [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](#)	• [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](#)	

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

4: Growth

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

Goal 4:
100% of students at Wilder will meet their individual growth goal for MAP in Reading and Math by the Spring of 2020

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: 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	Add use of Gifted and Talented teacher one day per week who will work with students in Talent Pool and Advance Program classes	Students receiving small group support to advance their learning one day per week		$12, 000
		Staff will receive professional development in understanding and using MAP reports to understand student mastery of the standards in Math (**and in Reading)	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		$6400
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	Add use of Gifted and Talented teacher one day per week who will work with students in Talent Pool and Advance Program classes	Students receive small group support to advance their learning one day per week		$12,000
		Staff will collaborate on the use of data to monitor and modify instruction to meet student needs in Reading(**and in Math)	Lesson Plans and PLC minutes		$0
		Training and support for the use of MAP for goal setting in Reading for all students	Goal setting sheets for each student		$6400

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

Goal 5:
Wilder 5th grade students will have a transition readiness for middle school percentage of 70.8% by 2020

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: Wilder 5th graders will have a transition readiness for middle school of 67% by 2018	KCWP 6: Establishing Learning Culture and Environment And KCWP 3: Design and Deliver Assessment Literacy	PBIS training for all staff in the summer 2018	All staff will be trained in PBIS at the school level		$15,000
		Provide professional development and training for teachers to develop project based lessons	Staff professional development in PBL and lessons delivered to students		$0
		Provide several hands- on experiences in Social Studies for students	Plan for students not transition ready by Winter 2018 and implement plans in WIN		$6400
		Use Proficiency assessments and analyze results to inform teaching in 5th grade Social Studies and 4th grade Science	Proficiency assessments given in Science and Social Studies		$0
		Provide hands-on experience through Labs settings or experiments through Science or STEM instruction throughout the school year	Lessons done in Science and/or STEM Lab		

Goal 5:					
Wilder 5th grade students will have a transition readiness for middle school percentage of 70.8% by 2020					

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:						

Goal 6:					
Objective 2:				2:	