

TOOL: GOAL BUILDER

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

You can complete this document and attach to your CSIP (where??). 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: Reading Proficiency Goal: 83% of ALL students and 70% of all GAP students will demonstrate a proficiency in English Language Arts by 2019-2020 as measured by the state assessment. Barret will meet novice reduction delivery targets as measured by state assessment each year.

<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 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 		<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 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 	<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
<p>Objective 1: Demonstrate a proficiency in 78% of all students and 65% of all GAP students in English/LA as measured by the state assessment by May 2018.</p>	<p>All instructional staff will implement research-based practices to teach reading core content within the Literacy Framework to include the use of curricular materials provided by the District Literacy System and other support materials. Teacher will follow the curriculum maps and will meet in PLC groups to discuss instructional strategies to deliver</p>	<p>Teachers will expose students to a variety of engaging age-appropriate and leveled text literature, which include: Scholastic Classroom Libraries, summer reading novels, Code X, Moby Max, and Scope Magazine. Literature discussions, presentations, group projects, and activities will reinforce and promote critical thinking skills in comprehension, analysis, synthesis and evaluation for higher level understanding.</p>	Six week plans	Administration	0
		<p>Language Arts teachers will assign at least one deeper learning project during each semester in which students use technology. This may include research, preparation, or presentation of material to class.</p>	Six week plans	Administration	0

Goal 1: Reading Proficiency Goal: 83% of ALL students and 70% of all GAP students will demonstrate a proficiency in English Language Arts by 2019-2020 as measured by the state assessment. Barret will meet novice reduction delivery targets as measured by state assessment each year.					
	the curriculum aligned with the KY Core Academic Standards. (KCWP 2)				

2: Proficiency

State your **Proficiency** Goal

Goal 2: Math Proficiency Goal: 81% of ALL students and 71% of all GAP students will demonstrate a proficiency in Math by 2019-2020 school year as measured by the state assessment.

<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 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 		<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 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 	<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: Demonstrate a proficiency in 79% of all students by May 2018 as measured by the state test.	All math teachers will implement and monitor the content and frequency of math activities and assessments including JCPS DCA's, MAP and formative assessments. (KCWP 3)	*Analyze student work during PLC's *MAP testing *Formative and Summative assessments *District Common assessments *Moby Max *Spiral Review	Map reports Fall, Winter Spring.	Administration	0
Objective 2: Demonstrate a proficiency in 66% of all GAP math students by May 2018 as measured by the state test.	Teachers will track math progress using MAP. This data will be used to modify classroom instruction and specific interventions. (KWCP 4)	*MAP testing *Course support (Edgenuity) *ESS (tutoring) *Moby Max *Spiral Review	Map reports Fall, Winter Spring.	Administration ESS Coordinator Math PLC	ESS funds \$17,900

Goal 2: Math Proficiency Goal: 81% of ALL students and 71% of all GAP students will demonstrate a proficiency in Math by 2019-2020 school year as measured by the state assessment.

	Administration will monitor attendance of students. (KWCP 5)	Throughout the school year, attendance incentives are utilized in the form of monthly drawings for prizes. Students with perfect attendance are honored at award ceremonies at the end of each semester.	Attendance reports.	Attendance clerk will check each semester	PTSA funds
	Building relations among teachers. (KWCP 6)	Building relations among teachers and students during the scheduled weekly PLC meeting.	TELL survey on working conditions with 95% satisfaction by 2018.	Yearly survey data	0

3: Gap

State your **Gap** Goal

Goal 3: GAP					
Our GAP goal is included in Proficiency goal #1 and #2.					
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	Progress Monitoring Date & Notes	Funding
Objective 1: See Goal #1 and #2 for objectives, strategies and activities.					
Objective 2:					

4: Growth

State your **Growth** Goal

Goal 4: Growth Goal: By the end of the 2019-2020 school year, our school will increase the percentage of the 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? <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• 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? <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• 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 80% of students will meet their expected Fall to spring growth in Reading and math as measured by MAP.	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.		Completion of training	Administration	0
		Our PLC’s will examine MAP data during assessment discussions in order to provide feedback on instruction and groupings.		PLC agenda.	Administration	0
Objective 2:						

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: Transition readiness: 100% of Barret students will complete 2/3 of each of the following by 2020: student ILP, classroom guidance on career magnet programs for high school, and have an opportunity to attend a JA Inspire field trip to explore multi career fields.					
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 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? <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 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: 100% of all students would be exposed to multiple career readiness application through school, district and community resources.	Students will continue to work toward completing 2 of the 3 transition readiness activities. (KWCP 6)	Students will continue to update their ILP with parental guidance.	ILP completed	Counselors	0
		Counselors will give classroom guidance on options and magnet programs in high school setting.	Classroom guidance scheduled	Counselors	0
		School will work with district and community leaders to participate in JA Finance Park and Inspire field trip.	Field trip attendance	Counselors	0
Objective 2:					