

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: By the end of the 2019-2020 school year, our school will reach an average combined 65% Proficient/Distinguished in combined Reading/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 2017-2018 school year, our school will reach an average combined 60% Proficient/Distinguished in combined Reading/Math.	Strategy 1: Team collaboration across content to promote literacy. (KCWP 2,3,4)	Activity 1: PD in fundamental literacy strategies will ensure that reading/literacy standards are present in all content area instruction (ex. High 5).	-Gold Day Agenda -Handouts/Materials -Sign-in Sheets		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: All content PLCs will identify specific reading strategies to use with informational text.	-PLC Planning Document -PLC Minutes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 3: Grade level teams will analyze Map, Reading Inventory, KPREP, District Proficiencies, and MobyMax data to differentiate, scaffold, and extend instruction.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes		2017-18 School Based Allocations

<p>Goal 1:</p> <p>By the end of the 2019-2020 school year, our school will reach an average combined 65% Proficient/Distinguished in combined Reading/Math.</p>
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By the end of the 2019-2020 school year, our school will reach an average combined 65% Proficient/Distinguished in combined Reading/Math.

			-Direct Observation		Section 4 \$4,327,100
	Strategy 2: Map data will inform mathematics instruction. (KCWP 1,2,4)	Activity 1: RIT bands on the learning continuum will inform tier one instruction.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: RIT scores and other student data will be used to determine tier 2 and tier 3 intervention classes and curriculum adjustments.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation -RtI Rosters		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 3: The master schedule will be analyzed and revised to mirror our reading intervention approach.	-ILT Minutes -Admin Meeting Notes -New Master Schedule		2017-18 School Based Allocations Section 4 \$4,327,100

2: Gap
State your **Gap** Goal

Goal 2: By the end of the 2019-2020 school year, our school will reach an average combined reading and math KPREP proficiency rate for students in the non-duplicated gap group to 45%.					
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 2017-2018 school year, 40% of students in the non-duplicated gap group will score proficient in the average combined reading and math.	Strategy 1: Instructional Leadership Team (ILT) and Administration Team will ensure that a uniform system of tracking data is being followed to improve student performance. (KCWP 4)	Activity 1: Grade level PLC’s will analyze Map data to differentiate, scaffold, and extend instruction in both reading and math.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: Instructional Leadership Team (ILT) will develop through grade level PLC’s a common progress monitoring system to monitor standards mastery for each student.	-Progress Monitoring System/Protocol		2017-18 School Based Allocations Section 4 \$4,327,100

Goal 2: By the end of the 2019-2020 school year, our school will reach an average combined reading and math KPREP proficiency rate for students in the non-duplicated gap group to 45%.					
		Activity 3: Attendance Committee (YSC Director, AmeriCorp Support, School Attendance Clerk, Counselor and District ADPP) will meet monthly to review student data for students needing supports to improve daily attendance.	-Monthly Attendance Analysis as documented in meeting minutes		2017-18 School Based Allocations Section 4 \$4,327,100
	Strategy 2: Parental and student conferencing will occur on a regular basis to support a culture of learning. (KCWP 6)	Activity 1: All Math and Reading teachers will conference individually with each student about their KPREP and MAP data in order to complete goal setting for students. Performance and goal setting will be shared with parents. Administration will support by monitoring classroom instruction while conferencing occurs with students.	-Completed Student Goal Sheets -Meeting checklist		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: Shawnee Community Outreach to support additional conferencing opportunities for parents and students closer to their downtown homes. This will consist of (4) events at the Shawnee Public Library in the evening and (1) on parent-teacher conference day.	-Sign-In Sheets for participants -Parent/Guardian Feedback Survey		2017-18 School Based Allocations Section 4 \$4,327,100
Objective 2: By the end of the 2017-2018 school year, 30% of African American Students will score proficient or distinguished in the average combined reading and math on KPREP.	Strategy 1: Teachers and PLC's will continually assess, review and revise curriculum map or sequence to support ongoing learning for students. (KCWP 1 and 6)	Activity 1: Grade level PLC's will consistently review and ensure that curriculum alignment meets the needs of students based on multiple data points; such as MAP, Reading Inventory, KPREP, District Proficiencies and MobyMax.	-PLC Minutes -Progress Monitoring System/Protocol -PLC Planning document		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: All staff members will review daily operations, lesson plans, activities, assessments, policies for the incorporation of culturally responsive practices.	-PBIS Walkthrough Data -Fundamental 5 Data -Admin Meeting Notes		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 3: All Math and Reading teachers will conference individually with each student about their KPREP and MAP data in order to complete goal setting for students. Performance and goal setting will be shared with parents.	-Completed Student Goal Sheets -Meeting checklist		2017-18 School Based Allocations

Goal 2: By the end of the 2019-2020 school year, our school will reach an average combined reading and math KPREP proficiency rate for students in the non-duplicated gap group to 45%.					
		Administration will support by monitoring classroom instruction while conferencing occurs with students.			Section 4 \$4,327,100

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: N/A for Middle Schools					
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:					
Objective 2:					

4: Growth
State your **Growth** Goal

Goal 4: By the end of the 2019-2020 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 2017-18.					
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 2017-2018 school year, 85% of students will meet their expected Fall to Spring growth in Reading and Math as measured by MAP.	Strategy 1: Our school will develop our capacity in utilizing MAP data for personalizing instructional strategies and interventions. (KCWP 2 and 4)	Activity 1: Administrators and teachers will attend District provided MAP training.	-PD Central Evaluations -Teacher presentations at faculty meetings as noted on agendas		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: PLC’s will revise their protocols to examine MAP data in their assessment discussion in order to provide feedback on instruction and groupings.	-PLC Planning Document -PLC Minutes		2017-18 School Based Allocations Section 4 \$4,327,100

Goal 4: By the end of the 2019-2020 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 2017-18.					
		Activity 3: RIT bands on the learning continuum will inform tier one instruction.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 4: RIT scores and other student data will be used to determine tier 2 and tier 3 intervention classes and curriculum adjustments.	-PLC Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation -RtI Rosters		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 5: Department and Faculty meetings will be utilized for professional development around using MAP data to support instruction and student learning.	-Agendas -Sign-In Sheets -Faculty Feedback Survey		2017-18 School Based Allocations Section 4 \$4,327,100

5: Transition readiness

State your *Transition readiness* Goal

Goal 5: By the end of the 2019-2020 school year, our school will increase the percentage of students scoring at the Proficient/Distinguished level to 65% in combined Reading/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 2017-2018 school year, our school will increase the percentage of students scoring at the Proficient/Distinguished level to 60% in combined Reading/Math.	Strategy 1: Team collaboration across content to promote literacy. (KCWP 2,3,4)	Activity 1: PD in fundamental literacy strategies will ensure that reading/literacy standards are present in all content area instruction (ex. High 5).	-Gold Day Agenda -Handouts/Materials -Sign-in Sheets		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: All content PLCs will identify specific reading strategies to use with informational text.	-Planning Document -PLC Minutes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100

Goal 5: By the end of the 2019-2020 school year, our school will increase the percentage of students scoring at the Proficient/Distinguished level to 65% in combined Reading/Math.					
		Activity 3: Grade level teams will analyze Map, Reading Inventory, KPREP, District Proficiencies, and MobyMax data to differentiate, scaffold, and extend instruction.	-Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
	Strategy 2: Map data will inform mathematics instruction. (KCWP 1,2,4)	Activity 1: RIT bands on the learning continuum will inform tier one instruction.	-Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 2: RIT scores and other student data will be used to determine tier 2 and tier 3 intervention classes and curriculum adjustments.	-Planning Document -PLC Minutes -MAP RIT Data w/notes -Direct Observation -RtI Rosters		2017-18 School Based Allocations Section 4 \$4,327,100
		Activity 3: The master schedule will be analyzed and revised to mirror our reading intervention approach	-ILT Minutes -Admin Meeting Notes -New Master Schedule		2017-18 School Based Allocations Section 4 \$4,327,100

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:					