

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: Increase the combined reading and math KPREP scores to meet the KBE goals for percentage of proficient/distinguished by 2019.

<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>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Elementary schools will increase the combined reading and math proficient/distinguished scores from 53.4% to 66% by 2018.	KCWP 4: Review, Analyze and Apply Data	Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. (KAGAN and Poverty Training)	KPREP Results and proficiency and growth shown on district assessments		Title I and V Funds, General Fund,
		Monitor and evaluate the validity of assessments, standards, and learning targets.			IT Grant
		Assess with formative and summative assessments that are aligned to the standards and learning targets. (GradeCam, CUA, STAR)			Title I and V Funds, , Instr. Res. Funds, General Fund, SBDM Allocation
Objective 2: SMS will increase the combined reading and math proficient/distinguished scores from 43.2% to 65.8% by 2018.	KCWP 4: Review, Analyze and Apply Data	Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. (KAGAN and Poverty Training)	KPREP Results and proficiency and growth shown on district assessments		Title I and V Funds, General Fund,
		Monitor and evaluate the validity of assessments, standards, and learning targets.			IT Grant

Goal 1: Increase the combined reading and math KPREP scores to meet the KBE goals for percentage of proficient/distinguished by 2019.					
		Assess with formative and summative assessments that are aligned to the standards and learning targets. (GradeCam, CUA, STAR)			Title I and V Funds, , Instr. Res. Funds, General Fund, SBDM Allocation
Objective 3: PHS will increase the combined reading and math proficient/distinguished scores from 40.6% to 65.1% by 2018.	KCWP 4: Review, Analyze and Apply Data	Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. (KAGAN and Poverty Training)	KPREP Results and proficiency and growth shown on district assessments		Title I and V Funds, General Fund,
		Monitor and evaluate the validity of assessments, standards, and learning targets.			IT Grant
		Assess with formative and summative assessments that are aligned to the standards and learning targets. (GradeCam, CUA, CERT, Edgenuity, MyPath)			Title I and V Funds, , Instr. Res. Funds, General Fund, SBDM Allocation

2: Gap

State your **Gap Goal**

Goal 2: Increase the reading proficiency for all students in the non-duplicated gap group in order to meet the 2019 goals set by KBE.		
<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 	<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 	<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>

Goal 2: Increase the reading proficiency for all students in the non-duplicated gap group in order to meet the 2019 goals set by KBE.					
	<ul style="list-style-type: none"> KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> 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: Elementary schools will increase the reading percent of students in the non-duplicated gap group from 48.9% to 61.6% by 2018.	KCWP 4: Review, Analyze and Apply Data	Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports.	KPREP Results and proficiency and growth shown on district assessments.		Title I and V Funds, 21 st CCLC grant, RTA Grant, Instr. Res. Funds, General Fund, SBDM Allocation
		Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs (STAR, CUAs, etc.)			
		Develop a clearly defined RtI school/district-wide process with applicable checklists and documentation tools utilizing programs such as: STAR, Fast ForWord, Hybridge, Moby Max, Coach Digital, Reading Recovery, CIM, ESS, Sm Group Instruction, 21 st CCLC			
		Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations.			
		Establish and enact communication protocols for parents/guardians regarding placement and progress in intervention support systems.			
Objective 2: SMS will increase the reading percent of students in the non-duplicated gap group from 42.1% to 61.2% by 2018.	KCWP 4: Review, Analyze and Apply Data	Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports.	KPREP Results and proficiency and growth shown on district assessments		Title I and V Funds, 21 st CCLC grant, RTA Grant, Instr. Res. Funds, General Fund, SBDM Allocation
		Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs (STAR, CUAs, etc.)			
		Develop a clearly defined RtI school/district-wide process with applicable checklists and documentation tools utilizing programs such as: STAR, ,Moby Max, Coach Digital, Edgenuity, MyPath, ESS, Sm Group Instruction, 21 st CCLC			
		Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations.			

Goal 2: Increase the reading proficiency for all students in the non-duplicated gap group in order to meet the 2019 goals set by KBE.					
		Establish and enact communication protocols for parents/guardians regarding placement and progress in intervention support systems.			
Objective 3: PHS will increase the reading percent of students in the non-duplicated gap group from 38.5% to 62.8% by 2018.	KCWP 4: Review, Analyze and Apply Data	Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports.	KPREP Results and proficiency and growth shown on district assessments		Title I and V Funds, General Fund, SBDM Allocation
		Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs (CERT, MyPath, CUAs, etc.)			
		Develop a clearly defined RtI school/district-wide process with applicable checklists and documentation tools utilizing programs such as: CERT, Moby Max, Edgenuity, MyPath, ESS, Sm Group Instruction,			
		Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations.			
		Establish and enact communication protocols for parents/guardians regarding placement and progress in intervention support systems.			

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Increase the graduation rate (4-year adjusted cohort) from 96.6% to 99% by 2019.		
<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 	<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>

Goal 3: Increase the graduation rate (4-year adjusted cohort) from 96.6% to 99% by 2019.

		<ul style="list-style-type: none"> 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: PHS will increase the graduation rate from 96.6% to 97.8% by 2018.	KCWP 4: Review, Analyze and Apply Data	Utilize the Persistence to Graduation Tool/Early Warning Tool (Infinite Campus) to assist in identifying students at-risk for remediation, failure, and/or untimely graduation. (P.A.V.E. and Edgenuity/MyPath)	Increased Graduation Rate		Title I and V Funds, General Fund, SBDM Allocation
		Create and monitor a “watch (Cusp) list” for students performing below proficiency. (P.A.V.E. and Edgenuity/MyPath)			

4: Growth

State your **Growth** Goal

Goal 4: Increase the KPREP average growth scores at the elementary schools and the middle school by 5 percentage points by 2019.

<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 	<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 	<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>
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Goal 4: Increase the KPREP average growth scores at the elementary schools and the middle school by 5 percentage points by 2019.

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| <ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment | <ul style="list-style-type: none"> • 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 | |
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Elementary schools will increase their average growth score from 62.15% to 64.65% by 2018.	KCWP 4: Review, Analyze and Apply Data	Use assessment data to help students assess and adjust their own learning. (Goal setting through STAR and CUAs utilizing GradeCam)	KPREP Results and growth shown on district assessments		Title I and V Funds, Instr. Res. Funds, General Fund, SBDM Allocation
		Ensure that all users of assessment data use information to benefit student learning.			
		Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc..			
Objective 2: SMS will increase their average growth score from 51.4% to 53.9% by 2018.	KCWP 4: Review, Analyze and Apply Data	Use assessment data to help students assess and adjust their own learning. (Goal setting through STAR and CUAs utilizing GradeCam)	KPREP Results and growth shown on district assessments		Title I and V Funds, Instr. Res. Funds, General Fund, SBDM Allocation
		Ensure that all users of assessment data use information to benefit student learning.			
		Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc..			

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: 70% of 5 th grade and 8 th grade students will be “transition ready” as shown on STAR assessments					
<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: 70% of 5 th grade students will meet benchmark on the STAR reading assessment by May 2018.	KCWP 4: Review, Analyze and Apply Data	Develop a tracking system for monitoring of student achievement progress by learning target and by standard. (GradeCam)	Increase in the percentage of students meeting benchmark on STAR		Title I and V Funds, Instr. Res. Funds, General Fund, SBDM Allocation
		Use classroom assessment data to inform teachers’ instructional decisions. (STAR and CUA)			
Objective 2: 70% of 8 th grade students will meet benchmark on the STAR reading assessment by May 2018.	KCWP 4: Review, Analyze and Apply Data	Develop a tracking system for monitoring of student achievement progress by learning target and by standard. (GradeCam)	Increase in the percentage of students meeting benchmark on STAR		Title I and V Funds, Instr. Res. Funds, General Fund, SBDM Allocation
		Use classroom assessment data to inform teachers’ instructional decisions. (STAR and CUA)			

