

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

Goal 1: Freedom Elementary School will increase the number of students scoring proficient or above in combined reading and mathematics from 26.5% to 40% by 2019.

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: Increase proficiency from 60% to 70% of students as measured on the reading inventory by May 2018.	KCWP 1: Design and Deploy Standards	Teachers will participate in the K-6 Literacy Cohort and share out “best practices” with other ELA teachers during vertical PLCs.	F & P results, RI Growth, DSA proficiency	5X monitoring	District
		Teachers will participate and actively be engaged in TILT (Teachers Intentionally Learning Together) sessions. TILT sessions account for 6 of their 24 required hours of professional development this year. Teachers will choose TILT sessions based on their self-reflections and individual professional growth plans.	Lesson plans, staff surveys	5X monitoring	District
		PLCs will meet weekly by grade-level during a 6 week cycle (Standards, Formative Planning, Quality Instruction, Common Assessment, Data Analysis, and Response to Intervention) to collaborate and learn from each other based on student achievement. Teachers will use a google tracking sheet to keep data up-to-date and share student growth.	PLC minutes	5X Monitoring	No funding
Objective 2: Increase proficiency from 64% to 75% of students as measured on the math inventory.	KCWP 1: Design and Deploy Standards	Teachers will participate in the K-6 Math Cohort and build their capacity as math experts for our school. Teachers in the math cohort will meet twice a year for a lesson study and during TILT learning sessions. Strategies will be shared out during vertical math PLCs.	MI Growth, DSA proficiency, MI fact fluency	5X Monitoring	District

		Teachers will attend and share out “best practices” with teachers from the Kentucky Center of Mathematics Conference.	Lesson plans, staff surveys	5X Monitoring	Title I
		Tier 2 math intervention will be implemented in grades 1st-5th. Do the Math will be utilized daily for a minimum of 45 minutes. Students will be identified based on Math Inventory and Do the Math initial placement assessment.	Do the Math modules	5X Monitoring	Title I
Objective 3: Increase the amount of positive interactions with parents and guardians	KCWP 6: Establishing Learning Culture and Environment	According to the Tell Survey, a variety of opportunities for parents and guardians to participate in activities that contribute to the academic success of their child. A focus will be placed on how the parent and guardian can support teachers in academic areas and will be measured by an increase in agreement rate on the TELL Survey Question 4.1f from 34.7% to 50% (TELL Working Condition).	Studer survey	5X Monitoring	SBDM. Title I
		All homeroom teachers are expected to have a Remind 101 accounts for weekly communication to parents. Grade-level teams, two-man teams, and/or individual teachers are expected to send home a monthly newsletter (minimum) to parents. All certified teachers are expected to maintain and update regularly their classroom webpage. Teachers are required to make at least two parent contacts a week and document under parent contacts on Infinite Campus. Also, each teacher will be required to send home ten school-postcards each semester.	Studer survey	5X Monitoring	SBDM. Title I

2: Gap

Goal 2: Freedom Elementary School will increase the number of students scoring proficient or above in the non-duplicated gap group from 37.3% to 51.2% by 2019.		
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.
<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 	<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 	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding			
<ul style="list-style-type: none"> KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Objective 1: Decrease the achievement gap in reading for African-American and Students with Disabilities by 10% as indicated by the spring district standards assessment by May 2018.</p>	<p>KCWP 5: Design, Align and Deliver Support</p>	<p>K-2nd grade teachers will have students complete daily iRead instruction with an additional 15 minutes per day. Data will be shared in student's leadership notebooks and will be used to form groups in classroom based on benchmarks.</p> <p>Tier 3 Instruction will be implemented using scholastic System 44 in grades 3-6. Students are identified based on Reading Inventory and Phonics Inventory scores. These scores will be placed in a grade-level google tracking sheet and shared out during Week 6 of RtI PLCs. Progress monitoring will occur bi-monthly and information will be shared with parents quarterly.</p> <p>Eric Jensen, <i>Engaging Students of Poverty in Mind</i> will continue in all classrooms.</p> <p>Kagan Structures will be implemented, utilized through "smart cards," coaching, and established timeline on when to use the structures.</p>	<p>iRead progress monitoring, google tracking sheet</p> <p>System 44 district created progress monitoring, google tracking sheet</p> <p>Staff surveys, FfT evaluation</p> <p>Staff survey, lesson plans, FfT evaluation</p>	<p>5X Monitoring</p> <p>5X Monitoring</p> <p>5X Monitoring</p> <p>5X Monitoring</p>	<p>District</p> <p>SBDM, Title I</p> <p>SBDM, Title I</p> <p>SBDM, Title I</p>
<p>Objective 2: Decrease the achievement gap in math for African-American and Students with Disabilities by 10% as indicated by the spring district standards assessment by May 2018.</p>	<p>KCWP 5: Design, Align and Deliver Support</p>	<p>Tier 3 Instruction will be implemented using scholastic math 180 in grades 5th-6th. Students will be identified based on math inventory and will work in the module based on their math 180 initial placement assessment.</p> <p>After-School Tutoring will be established beginning in January two days a week for one hour in math.</p>	<p>Math 180 blocks, Math 180 district created progress monitoring google tracking sheet</p> <p>Google tracking sheet, lesson plans</p>	<p>5X Monitoring</p> <p>5X Monitoring</p>	<p>Title I</p> <p>Title I</p>			

3: Growth

Goal 3: 80% of students will meet their individual growth goal by 2019.

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](#)
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- [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: Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the scholastic reading inventory by May 2018.	KCWP 6: Establishing Learning Culture and Environment	Reading Scoreboard will reflect progress towards grade-level goals. Students will sign the scoreboard after reaching proficiency during each interim scholastic inventory assessment.	Number of students who sign the scoreboard after each interim.	5X Monitoring	SBDM
		Accelerated Reader will be implemented in grades 1st-6th and each grade will monthly read a minimum of 100 books with an 80% accuracy.	Report showing how many tests have been read and accuracy	5X Monitoring	SBDM
		Student Led conferences will be implemented twice a year (1st Nine Weeks- October and 3rd Nine Weeks- March) in grades K-6th.	Parent surveys, Student surveys, Action teams minutes	5X Monitoring	SBDM
		Leadership Notebooks will be implemented in grades K-6th that include goal-setting, formative and summative assessments, and student achievements. Students will meet with accountability twice a month to share out notebooks.	Accountability partners monitoring	5X Monitoring	SBDM
		Family Resource Center will assist in removing barriers for our students to attend school and for parents, caregivers to be actively engaged in their child's education.	FRC Advisory Council minutes, Staff surveys	5X Monitoring	FRC funding

Objective 2: Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the scholastic math inventory by May 2018.	KCWP 6: Establishing Learning Culture and Environment	Math Scoreboard will reflect progress towards grade-level goals. Students will sign the scoreboard after reaching proficiency during each interim scholastic inventory assessment.	Number of students who sign the scoreboard after each interim.	5X Monitoring	SBDM
		Continue Ruby Payne work and RtI strategies to ensure equitable access for all students.	Lesson plans, staff surveys	5X Monitoring	District, SBDM
		Kids Deserve Book Study will occur in January and February. Strategies generated based on the book study will be implemented in the classroom.	Staff surveys	5X Monitoring	SBDM
		PBIS (Positive Behavior Instructional Supports) Team will meet monthly to discuss school progress towards silver status, PBIS rubric, coaching strategies, and monthly student rewards. A school-wide behavior scoreboard will reflect progress towards school-wide goal of decreasing officer discipline referrals.	PBIS Team minutes	5X Monitoring	SBDM

4: Transition

Goal 4: An increase of students in grades 5 will meet or exceed the transition readiness benchmark on KPREP 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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Equitable opportunities and access to	KCWP 2: Design and Deliver Instruction	Teachers will be invited to attend the TCT Science trainings, develop grade-level tasks, share strategies with staff, and analyze student work.	TCT analysis of student work, lesson plans	5X Monitoring	District

instruction will be give to all students		Teachers will be invited to attend the TCT Social Studies trainings, develop grade-level task, share strategies with staff, and analyze student work.	TCT analysis of student work, lesson plans	5X Monitoring	District
		Monthly Writing Days will be implemented around school-wide writing plan. Proficient writing will be posted in the hallway.	Lesson plans, writing pieces displayed, 5th grade writing events	5X Monitoring	SBDM
Objective 2: 100% of 6th grade students will complete their individual learning plans.	KCWP 5: Design, Align and Deliver Support	6th grade students will complete their individual learning plans and conference with an accountability partner in the school.	Benchmarks of ILP school plan, 6th grade student surveys	5X Monitoring	No funding
Objective 3: School will reach Leader in Me “Lighthouse Status” by April 2018	KCWP 6: Establishing Learning Culture and Environment	Staff will be trained in empowering instruction with the 7 Habits by Franklin Covey coach Tara Beasley.	Lighthouse Rubric 3.0	5X Monitoring	Title I