## 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**

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| Goal 1:Hopkinsville High School will increase proficiency from 44.2 to 61.0 by June 2018.  |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
 | 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:Hopkinsville High School will. increase by 8.25% the number of proficient readers in 9th-12th grades combined from 54% to 65% as measured by DSA (District Standards Assessment) by June 2018. | [KCWP 1: Design and Deploy Standards](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf) | Professional Learning CommunitiesEnglish / Reading Teachers meet weekly to deconstruct standards, create learning maps, create common formative and summative assessments, look at student work, and analyze data.  | Formative and Summative Common Assessment Results; Learning Maps; Student Work  | HHS PLC Protocol is a 5-week cycle that is repeated (and monitored) throughout the school year. | NA |
| District Initiative: High Impact InstructionHigh Impact Instruction: All teachers have received training on Jim Knight's High Impact Instruction. The district instructional coaches and the TILT program will provide support for teachers that are new to the district or struggling with this initiative. All teachers at HHS are to be using Learning Maps, Guiding Questions, and Formative Assessments to monitor student progress.  | Formative and Summative Common Assessment Results; Learning Maps; Student Work; Overall Achievement Scores | HHS PLC Protocol is a 5-week cycle that is repeated (and monitored) throughout the school year.  | District Funding  |
| [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf) | School Professional Learning: PD Power HourPD Power Hour: Each month, a district instructional coach and Ms. Kem look at data to determine needs for professional development for the monthly PD Power Hour planning period. All teachers attend a 45-minute session that is focused on school-wide academic improvement.  | Overall Achievement Scores; TPGES Evaluations / Observations; Reduced Classroom Disruptions  | A follow-up plan to observe teachers using strategies is devised monthly.  | NA |
| District Professional Learning: TILTProvide Professional Development Based on Needs Indicated by Data: The HHS "Lift-off" Leadership Team will intentionally plan and organize professional development for teaching in their areas of need (EOC, AP, KOSSA, Work Keys, ACT, etc...). This year, this work will be further facilitated by the TILT program. Teachers will meet with a member of the administrative team to register for specific sessions.  | Participation Logs; Participation Surveys; Transfer to Classrooms | PGES Evaluation; Overall Teacher Capacity  | Instructional Transformation Grant |
| [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf) | School-wide Yearly Data Tracking Sheet for English / ReadingImproving Core Reading Instruction: Utilize formative and common assessments data and benchmark data to identify areas of misconception (individually and whole-group). Develop a system for progress monitoring to ensure that all students achieve at least one year growth in reading.  | One Year’s Growth in Reading | Data Tracking Document via Google Sheets | NA |
| District Standards Assessments for English II EOCAll students in English II are administered a district benchmark assessment three times a year to monitor progress. | % of Students Making Progress to Proficient / Distinguished  | 5X Monitoring  | District Funding |
| Objective 2:Hopkinsville High School will increase by 8.25% the number of proficient mathematicians in 9th-12th grades combined from 41% to 49% as measured by DSA (District Standards Assessment) by June 2018. | [KCWP 1: Design and Deploy Standards](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf) | Professional Learning CommunitiesEnglish / Reading Teachers meet weekly to deconstruct standards, create learning maps, create common formative and summative assessments, look at student work, and analyze data.  | Formative and Summative Common Assessment Results; Learning Maps; Student Work  | HHS PLC Protocol is a 5-week cycle that is repeated (and monitored) throughout the school year. | NA |
| District Initiative: High Impact InstructionHigh Impact Instruction: All teachers have received training on Jim Knight's High Impact Instruction. The district instructional coaches and the TILT program will provide support for teachers that are new to the district or struggling with this initiative. All teachers at HHS are to be using Learning Maps, Guiding Questions, and Formative Assessments to monitor student progress.  | Formative and Summative Common Assessment Results; Learning Maps; Student Work; Overall Achievement Scores | HHS PLC Protocol is a 5-week cycle that is repeated (and monitored) throughout the school year.  | District Funding |
| [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf) | School Professional Learning: PD Power HourPD Power Hour: Each month, a district instructional coach and Ms. Kem look at data to determine needs for professional development for the monthly PD Power Hour planning period. All teachers attend a 45-minute session that is focused on school-wide academic improvement.  | Overall Achievement Scores; TPGES Evaluations / Observations; Reduced Classroom Disruptions  | A follow-up plan to observe teachers using strategies is devised monthly.  | NA |
| District Professional Learning: TILTProvide Professional Development Based on Needs Indicated by Data: The HHS "Lift-off" Leadership Team will intentionally plan and organize professional development for teaching in their areas of need (EOC, AP, KOSSA, Work Keys, ACT, etc...). This year, this work will be further facilitated by the TILT program. Teachers will meet with a member of the administrative team to register for specific sessions | Participation Logs; Participation Surveys; Transfer to Classrooms | PGES Evaluation; Overall Teacher Capacity  | Instructional Transformation Grant |
| [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf) | School-wide Yearly Data Tracking Sheet for MathematicsImproving Core Math Instruction: Utilize formative and common assessments data and benchmark data to identify areas of misconception (individually and whole-group). Develop a system for progress monitoring to ensure that all students achieve at least one year growth in mathematics.  | One Year’s Growth in Mathematics | Data Tracking Document via Google Sheets | NA |
| District Standards Assessment for Algebra 2 EOC All students in Algebra 2 are administered a district benchmark assessment three times a year to monitor progress. | % of Students Making Progress to Proficient / Distinguished  | 5X Monitoring  | District Funding |

## 2: Gap

State your *Gap* **Goal**

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| Goal 2:Hopkinsville High School will increase the percentage of non-duplicated gap students scoring proficient and distinguished from 35.6 to 56.9 by June 2018.  |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
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* [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | 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:Hopkinsville High School will decrease the achievement gap in reading for African American students, students on Free / Reduced Services, and students with disabilities by 10% as indicated by EOY District Standard Assessments by June 2018. | [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf) | Read 180 / System 44 Intervention: Students whose lexile level indicates that they are three grades below grade level will be placed in a Read 180 or System 44 lab. | One Year’s Growth in Reading | Quarterly Monitoring via the Read 180 Instructors | District Grant Funding |
| Providing Appropriate Reading Intervention (RTI) via LIFT Advisory: Teachers, instructional coaches and administrators will work together to identify students that are struggling in reading and place them into appropriate interventions during the designated "Lift" Advisory Period. LIFT Advisory assignments will be fluid depending on student needs each nine weeks.  | % of Students Making Progress to Proficient / Distinguished  | PLC; RTI Meetings and Follow-Up | NA |
| Communicate Progress with Students and Parents / Guardians: Teachers meet during PLC time to analyze student evidence and learning to determine instructional improvements. All teachers will analyze common assessment data (and DSA, if applicable) via GradeCam. This data will be communicated to students and parents/guardians, and it will be used to analyze trends.  | Culture Building; % of Students Making Progress to Proficient / Distinguished  | 5X Monitoring; Data Tracking Document via Google Sheets | District Funding |
| Objective 2:Hopkinsville HIgh School will decrease the achievement gap in mathematics for African American students, students on Free/Reduced Services, and students with disabilities by 10% as indicated by EOY District Standard Assessments by June 2018.  | [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf) | Math 180 Intervention: Students whose Math Inventory indicates that they are three grades below grade level will be placed in a Math 180 or a Math Resource lab (according to the IEP). | One Year’s Growth in Mathematics  | Quarterly Monitoring via the Read 180 Instructors | District Grant Funding |
| Providing Appropriate Math Intervention (RTI) via LIFT Advisory: Teachers, instructional coaches and administrators will work together to identify students that are struggling with mathematics and place them into appropriate interventions during the designated "Lift" Advisory Period. LIFT Advisory assignments will be fluid depending on student needs each nine weeks.  | % of Students Making Progress to Proficient / Distinguished  | PLC; RTI Meetings and Follow-Up | NA |
| Communicate Progress with Students and Parents / Guardians: Teachers meet during PLC time to analyze student evidence and learning to determine instructional improvements. All teachers will analyze common assessment data (and DSA, if applicable) via GradeCam. This data will be communicated to students and parents/guardians, and it will be used to analyze trends.  | Culture Building; % of Students Making Progress to Proficient / Distinguished | 5X Monitoring; Data Tracking Document via Google Sheets | District Funding |

## 3: Graduation rate

State your *Graduation rate* **Goal**

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| Goal 3:Hopkinsville High School will increase the graduation rate from 94.1% to 95.8% by June 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | 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:Hopkinsville High School will increase the graduation rate from 94.1% to 94.6% by June 2018.  |  | Credit Recovery Opportunities: Identify students in need of credit recovery opportunities throughout the school year and in all four grades. HHS offers summer school, Tiger Focus and Finish, Jefferson County Online Courses and Odysseyware Learning courses to help keep students on track to graduate. Alternative programs help keep students in school.  | # of Students Recovering Credits Throughout the School Year | Progress of Students Reported as “On Grade Level” according to the 4-Year Cohort | School Funding for Programs  |
| Targeted Interventions: Seniors not meeting the ACT benchmarks in English, math and Reading will be flagged and placed into Tier 2 academic interventions. The interventions will be designed to identify misconceptions and differentiate instruction according to individual student need.  | # of Students Reaching Transitional Readiness; # of Students Fulfilling Graduation Requirements | RTI Meetings and Follow-Up | NA |
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| Objective 2: |  |  |  |  |  |
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## 4: Growth

State your *Growth* **Goal**

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| Goal 4:Hopkinsville High School does not have a Growth Goal.  |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
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 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | 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: |  |  |  |  |  |
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| Objective 2: |  |  |  |  |  |
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## 5: Transition readiness

State your *Transition readiness* **Goal**

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| Goal 5:Hopkinsville High School will increase the Transitional Readiness goal from 63.1 % to \_\_\_\_% by June 2018. |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | 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:Hopkinsville High School will increase by 10% the number of juniors who meet the benchmark for Reading as measured by the statewide ACT by April 2018. | [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf) | Targeted Interventions: Seniors not meeting the ACT benchmarks in English, math and Reading will be flagged and placed into Tier 2 academic interventions. The interventions will be designed to identify misconceptions and differentiate instruction according to individual student need.  | % of Students Meeting English/Reading College Readiness Benchmarks on the ACT | CCR Progress Monitoring Spreadsheet | NA |
| Practice ACT for All Freshmen, Sophomores, and Juniors: All 9th, 10th, & 11th grade students will take a practice ACT in September. The testing environment will be manufactured to mimic the testing environment in March. Students and teachers will be given feedback about students scores and plans will be made to further student achievement before the March test. This will help to increase growth numbers by identifying students from the practice ACT in need of remediation. Students will be strategically placed in LIFT Advisory according to practice ACT scores. | % of Students Meeting English/Reading College Readiness Benchmarks on the ACT | CCR Progress Monitoring Spreadsheet; One-on-One Conversations | District Funding |
| Student ACT / CCR Conferencing: Students will engage in one-on-one feedback to assist students in the development of SMART goals for the ACT test. Follow-up on these conversations will ensure that students are making progress towards meeting the state benchmarks.  | % of Students Meeting English/Reading College Readiness Benchmarks on the ACT | One-on-One Goal-Setting Conversations | NA |
| Objective 2:Hopkinsville High School will increase by 10% the number of juniors who meet the benchmark for Mathematics as measured by the statewide ACT by April 2018. | [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf) | Targeted Interventions: Seniors not meeting the ACT benchmarks in English, math and Reading will be flagged and placed into Tier 2 academic interventions. The interventions will be designed to identify misconceptions and differentiate instruction according to individual student need. | % of Students Meeting Mathematics College Mathematics Benchmarks on the ACT | CCR Progress Monitoring Spreadsheet | NA |
| Practice ACT for All Freshmen, Sophomores, and Juniors: All 9th, 10th, & 11th grade students will take a practice ACT in September. The testing environment will be manufactured to mimic the testing environment in March. Students and teachers will be given feedback about students scores and plans will be made to further student achievement before the March test. This will help to increase growth numbers by identifying students from the practice ACT in need of remediation. Students will be strategically placed in LIFT Advisory according to practice ACT scores. | % of Students Meeting Mathematics College Readiness Benchmarks on the ACT | CCR Progress Monitoring Spreadsheet; One-on-One Conversations | District Funding |
| Student ACT / CCR Conferencing: Students will engage in one-on-one feedback to assist students in the development of SMART goals for the ACT test. Follow-up on these conversations will ensure that students are making progress towards meeting the state benchmarks.  | % of Students Meeting Mathematics College Readiness Benchmarks on the ACT | One-on-One Goal-Setting Conversations | NA |

## 6: Other (optional)

State your *Other* **Goal** (optional)

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| Goal 6:Provide equitable services that ensure the growth and success of all students.  |
| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](http://education.ky.gov/school/csip/Documents/KCWP%204%20ReviewAnalyzeApplyData.pdf)
* [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf)
 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%203%20DesignandDeliverAssessmentLiteracy_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%20%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
* [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
 | 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 the retention rate of teachers in first five years from 71% to 95%.  | [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)[KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf) | Provide Professional Development Based on Needs Indicated by Data: The HHS "Lift-off" Leadership Team will intentionally plan and organize professional development for teaching in their areas of need (EOC, AP, KOSSA, ACT, etc...). This year, this work will be further facilitated by the TILT program. Teachers will meet with a member of the administrative team to register for specific sessions.  | % of Teacher Retention; PGES Evaluations | One-on-One Conferencing Quarterly; Admin Observations using the PGES GoogleDoc | N/A |
| High Impact Instruction: All teachers have received training on Jim Knight's High Impact Instruction. The district instructional coaches and the TILT program will provide support for teachers that are new to the district or struggling with this initiative. All teachers at HHS are to be using Learning Maps, Guiding Questions, and Formative Assessments to monitor student progress.  | % of Teacher Retention; End of Course / Year Test Results; PGES Evaluations | One-on-One Conferencing Quarterly; Admin Observations using the PGES GoogleDoc | N/A |
| Intentional Lesson Planning via Google Slides / Sheets: All teachers are required to follow the HHS Instructional Planning Template via Google Slides and complete the Weekly Pacing guide in the HHS Instructional folder shared in Google. Each Friday at the Lift-off Leadership Team Meeting, department heads monitor and give feedback on lesson plans.  | % of Teacher Retention; End of Course / Year Test Results; PGES Evaluations | One-on-One Conferencing; Lift-Off Leadership Feedback | N/A |
| Objective 2:Increase the mean score on the Employee Engagement Survey from 3.59 to 3.75 by June 2018. | [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)[KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf) | Growth Area: “My principal / supervisor consults me on the decisions that affect my job.” Action Steps: 1. Have an administrator in department meetings once a month. 2. Have more support staff meetings. | Bridge the Gap between classified and certified staff; Improve communication throughout the building | Monitor at Weekly Lift-Off Leadership Team Meetings; On-Going Line Item on Admin Meeting Agenda | N/A |
| Growth Area: “Open and honest two-way communication between supervisors and employees.”Action Steps: More timely communication; improved tone; streamlined procedures; one format of communication; Send monthly newsletter | Improve communication throughout the building | Monitor at Weekly Lift-Off Leadership Team Meetings; On-Going Line Item on Admin Meeting Agenda | N/A |
| Growth Area: “My principal / supervisor recognizes good performance.”Action Steps: LIFT emails; Teacher Spotlight; New Teacher Recognition | Supportive; Good News Bulletin Board; Staff Recognition Cards; Perfect Attendance Cards | Monitor at Weekly Lift-Off Leadership Team Meetings; On-Going Line Item on Admin Meeting Agenda | N/A |
| Objective 3:Chronic absenteeism to 10% or less by June 2018. | [KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf) | Via CLT work, create a spreadsheet that identifies students that have missed 10% of the school days, their ACT score, current school placement, and number of classes failing. Make contact with students that can improve their rating from chronically absent by attending school.  | 10% (or less) of HHS Students Identified as “Chronically Absent” | Continue working with other schools in the district during CLT to plan ways to reduce absenteeism  | N/A |
| Objective 4: By May of 2018, HHS will provide a variety of opportunities for students, teachers, and the administration to participate in activities that contribute to behavioral success. Success will be measured by an increase in the agreement rate on the TELL Survey Question 5.1 B, from the current agreement rate of 36% to 60% and by positive responses on the Employee Engagement Survey. | [KCWP 5: Design, Align and Deliver Support](http://education.ky.gov/school/csip/Documents/KCWP%205%20DesignAlignDeliverSupport.pdf)[KCWP 6: Establishing Learning Culture and Environment](http://education.ky.gov/school/csip/Documents/KCWP%206%20EstablishingLearningCultureandEnvironment.pdf) | The PBIS Team will work to re-establish a focus on the three school-wide expectations (100% Engagement, Be on Time and Prepared, Use Appropriate Language in All School Settings). A focus will be placed on students following the rules of the student code of conduct. The PBIS team will establish a positive rewards system to recognize both students and teachers for their efforts to follow the school-wide rules and expectations.  | % of Office Referrals per students |  |  |