

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. (pull off specific goal from school report card)

Objective: Short-term target to be attained by the end of the current school year. (measurable objective for this 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. (pick from the 6)

Activity: The actionable steps used to deploy the chosen strategy. (how are we addressing the strategy, obj, and goal—might have multiple objectives for each goal example reading/math)

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**

<p>Goal 1: Millbrooke Elementary School will increase the number of students scoring proficient or above (Reading and Math) 61.5 % to 74.3% by May 2019. (Core instruction)</p>					
<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 		<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Millbrooke Elementary School will increase the number of students scoring proficient or above in Reading from 54.88 % to 59.4 % as indicated by the EOY District Standards Assessment, Grades 2-6 by June 2018.</p>	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction 	<p>Professional Learning Communities (PLCs): will be implemented district wide for whole-staff involvement in a process of intensive reflection upon instructional practices and desired student benchmarks, as well as monitoring of outcomes to ensure success. PLCs enable teachers to continually learn from one another via shared visioning and planning, as well as in-depth critical examination of what <i>does</i> and <i>doesn't</i> work to enhance student achievement</p>	<p>F & P Levels RI Growth DSA Proficiency Observations Documented support Participation log/survey</p>	<p>5x plans and data monitoring will be reviewed and feedback provided</p>	<p>PLCs - None</p>
		<p>K-6th Grade Literacy Cohort: Provide training for teacher leaders and Instructional Coaches to develop, implement, and support a district wide guided reading model at elementary and middle school levels.</p>			<p>District Grant</p>
		<p>Teachers Intentionally Learning Together (TILT): Literacy Academy - Robust classroom cultures, teacher teams who study to interpret standards and develop plans, students who engage in meaningful discussions. In order for our excellence to become systemic, we need to leverage the most effective instructional practices, putting teacher leaders at the center of engaging, relevant professional dialogues aimed at improving practice districtwide</p>			

Goal 1: Millbrooke Elementary School will increase the number of students scoring proficient or above (Reading and Math) 61.5 % to 74.3% by May 2019. (Core instruction)						
		to benefit ALL students. TILT is the mechanism we will use to transfer knowledge and skills teachers need in order to help ALL students meet the cognitive demand of standards for 21st century success.				
	<ul style="list-style-type: none"> KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data 	Job embedded coaching follow up with K-6 th Grade Literacy Cohort and Literacy Academy			District	
		SURGE/RTI Initiative			None	
Objective 2: Millbrooke Elementary School will increase the number of students scoring proficient or above in Math from 64.2% to 69.5% as indicated by the EOY District Standards Assessment, Grades 2-6 by June 2018.	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction 	PLCs – See Objective 1		5x plans and data monitoring will be reviewed and feedback provided.	None	
		K-6 th Grade Math Cohort TILT Math Academy Embedded District Coaching Support			District	
		Millbrooke Math Coach			SBDM	
	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data 					

2: Gap

State your **Gap Goal**

<p>Goal 2: Millbrooke Elementary School will increase the number of students scoring proficient or above (Reading & Math) in the non-duplicated gap group from 51.8% to 68.3% by May 2019.</p>					
<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: Millbrooke Elementary School will decrease the achievement gap in Reading for African-American and students with disabilities by 10% as indicated by EOY District Standards Assessments, Grades 2-6 by June 2018.		Deep Dive – Jenson Work System 44/Read 180 PLCs Mentor/Mentee Program SURGE/RTI Initiative Data Binders		Instructional Rounds Problem of Practice focused on improving instructional practice connected to 5X monitoring.	

Goal 2:
Millbrooke Elementary School will increase the number of students scoring proficient or above (Reading & Math) in the non-duplicated gap group from 51.8% to 68.3% by May 2019.

Objective 2: Millbrooke Elementary School will decrease the achievement gap in Math for African-American and students with disabilities by 10% as indicated by EOY District Standards Assessments, Grades 2-6 by June 2018.		Deep Dive – Jenson Work Math 180 PLCs Mentor/Mentee Program SURGE/RTI Initiative Data Binders		Instructional Rounds Problem of Practice focused on improving instructional practice connected to 5X monitoring.	

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:

<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>
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Goal 3:					
		<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:					
Objective 2:					

4: Growth
 State your **Growth Goal**

Goal 4: 80% of K-6 th Grade will meet their individual growth goal by May 2019. (measurable in SMART goal format – Look at Gap and Proficiency activities)		
<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 4: 80% of K-6th Grade will meet their individual growth goal by May 2019. (measurable in SMART goal format – Look at Gap and Proficiency activities)

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		<ul style="list-style-type: none"> KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 			
Objective 1: Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the Reading Inventory in K-6 th Grade.		Data Binders Deep Dive – Jensen work on Feedback F&P Tracking Google Tracking Doc			
Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the Math Inventory in K-6 th Grade.		Data Binders Deep Dive – Jensen work on Feedback Moby Max/IXL Google Tracking Doc			

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: 5th Grade Millbrooke Students will meet or exceed the transition readiness benchmark on KPREP by May 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 	<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 	<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 5: 5 th Grade Millbrooke Students will meet or exceed the transition readiness benchmark on KPREP by May 2019.					
<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 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: 5 th Grade students will meet or exceed the Transition Readiness benchmark on KPREP by 2018.	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards 	Refer to Reading and Math Proficiency Activities			
		SS			
		Writing			
		Science			
Objective 2:					

6: Other (optional)

State your **Other Goal** (optional)

Goal 6: TELL Survey goal tied to Studor Group/Employer Engagement Survey----- can be under proficiency or gap District - Provide equitable services that ensure the growth and success of all students.		
<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 	<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 6: TELL Survey goal tied to Studor Group/Employer Engagement Survey----- can be under proficiency or gap
 District - Provide equitable services that ensure the growth and success of all students.

- [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: Increase the retention rate of teachers in first five years from ____% to ____5.					
Objective 2: Chronic Absenteeism will decrease by ____% by June 2018.					
Objective 3: The suspension rate for all students will decrease by 9%					
Objective 4: Engagement Survey from ____ to ____ by 2018.					