

## 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: All students become proficient in math and reading.					
Which <b>Strategy</b> 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 <b>Activities</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>		District Leadership Team School Principals and Teachers	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Teacher training KCWP 2,5	Monthly District PLCs are held to bring together common teachers and grades. Talking points are developed and led by teacher leaders. This is for reading, writing, math and science for grades K-8.	Teacher Attendance Common assessment data MAP success Curriculum documents	Monthly, each 6 weeks for common assessments	Teacher Leader Stipends \$18,000 total-one thousand for each lead
		Spiraling flashback questions have been developed for each content that intentionally review power standards that must be mastered.	Common assessment data MAP data success	monthly	\$0 needed
	Data Analysis KCWP 4	Intentional RTI grouping is developed through multiple data points. All hands are on deck for intervention allowing for small group instruction.	RTI formative assessment data	weekly	\$0 needed
		All data points are reviewed though a PLC process that identifies all novice, apprentice kids and/or failing students in a clear, visible data board at each school.	Success rate Increase of Proficient/distinguished students	Weekly PLC process	Data boards \$5000

<b>Goal 1:</b> <b>All students become proficient in math and reading.</b>					
	RTI KCWP 2,3,5,6	Multiple teachers in various grades were trained through PIMSER and KVEC on differing skills related to teaching mathematics such as fractions, etc.	Walk through data	Weekly	\$0 needed
<b>Objective 2:</b> All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Teacher Training KCWP 2,5	All schools will participate in Novice Reduction training by KDE.	Decrease of Novice numbers by school	Weekly PLC data points	\$0 needed
		Priority schools will also receive an academic audit using the ELEOT by KDE.	Walk through data	December- May	\$0 needed
	Data Analysis KCWP 4	All data points are reviewed though a PLC process that identifies all novice, apprentice kids and/or failing students in a clear, visible data board at each school.	Increase rate of proficient/distinguished students	Weekly PLC data	\$0 needed
RTI KCWP 2,3,5,6	High performing school visits- Bush Elem., Connor High school, and George Rogers Clark-		Quarterly visits	October, November, January	\$500

## 2: Gap

State your **Gap Goal**

<b>Goal 2:</b> <b>All students in all GAP groups will be proficient.</b>		
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> <ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> </ul>	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><b>SPED director</b>  <b>District Leadership Team</b></p>

Goal 2: All students in all GAP groups will be proficient.					
		<ul style="list-style-type: none"> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Teacher training and Data Analysis KCWP 2,4	Priority areas have been identified to receive additional training and walk throughs. DRT process includes identifying students in GAP groups not meeting proficiency throughout year.	Increase of proficient students in GAP groups	Monthly DRT meetings	\$0 needed
Objective 2: All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Novice Reduction KCWP 2, 4	KDE will train each school on Novice Reduction strategies.	Walk throughs	Walk through data	\$0 needed
		GAP toolkits from KASC have been purchased for each school.	Weekly PLC data analysis		\$2000

### 3: Graduation rate

State your **Graduation rate** Goal

Goal 3: All students will graduate high school.		
<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> </ul>	<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> <p>Graduation June 2018 District Leadership Team Admin</p>

<b>Goal 3:</b> <b>All students will graduate high school.</b>					
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<b>Objective 1:</b> Improve graduation rate through an intense focus.	Mentors KCWP 6	Students at PCC are assigned mentors through Americorps. These mentors check grades, attendance, etc to ensure students are on track.	% of students passing or failing courses	PLC mtg notes	\$0 needed
		PLC focus- teachers are responsible for stating who is on track or behind at each PLC.	PLC data board	PLC mtg notes	\$0 needed
<b>Objective 2:</b> Improve graduation rate through an intense focus	Safety Nets KCWP 6	Students must complete several steps in order to drop out. This includes credit recovery classes, meeting with counselor and admin, as well as the DPP.	% of students passing or failinig	PLC mtg notes	\$0 needed

#### 4: Growth

State your **Growth** Goal

**Goal 4:**  
All students will maintain proficiency once obtained from grade to grade.

<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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: Kindergarten readiness	Teacher training KCWP 1,2	All preschool teachers and Kindergarten teachers including instructional aides have been trained in strategies to improve Kindergarten readiness.	Brigance scores	Screening dates	\$0 needed
		All preschool teachers were also trained in Handwriting without tears.	Skills assessments	Ongoing	\$0 needed
Objective 2: Proficiency sustainability	Data analysis and teacher training KCWP 2, 4	Data analysis has occurred to track all students meeting proficiency. Through PLC process, areas for concern where students decline have been identified. Action plans are in place for each school based on areas.	PLC process data points	Ongoing	\$0 needed

**5: Transition readiness**

State your **Transition readiness** Goal

**Goal 5:**  
All students will be college and/or career ready.

<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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: Increase transition readiness	Data analysis	Hand scheduling of each student is priority. Correct pathway placement is mandatory based on transcript review.	Transcript review	Beginning, middle, and end of year review	\$0 needed
	Hand scheduling Block acceleration				
	Data analysis	Various certifications will be offered to students.	Master schedule	Admin mtgs	
Objective 2: Increase transition readiness	Hand scheduling				
	Block acceleration KCWP 2,6	Mastery Prep and Torch Prep for ACT will be utilized.	Mastery Prep scores	Quarterly reports	\$20,000-through Gear Up funds

**6: Other (optional)**

State your **Other Goal** (optional)

<p>Goal 6:</p> <p><b>All system participants will have professional capacity to sustain continuous improvement.</b></p>					
<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>		<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: All leaders will collaborate to improve student learning through our own professional learning to use only the best practices and high yield instructional strategies.</p>	Admin training	All admin will be trained in Novice Reduction strategies by KDE.	% of prof/distinguished students	PLC	\$0 needed
	Admin PLC process	All admin will follow a clear PLC process to track novice/apprentice students and provide intervention support.	PLC minutes	ongoing	\$0 needed
	Data analysis KCWP 2,4,5	Priority areas have been identified for each school including GAP concerns.	% of prof/distinguished students	ongoing	\$0 needed
Objective 2:					