

## **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:**  
To increase the percentage of students scoring proficient on combined reading and math on the KPREP test to 73.6% by 2019.

<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>• <u>KCWP 1: Design and Deploy Standards</u></li> <li>• <u>KCWP 2: Design and Deliver Instruction</u></li> <li>• <u>KCWP 3: Design and Deliver Assessment Literacy</u></li> <li>• <u>KCWP 4: Review, Analyze and Apply Data</u></li> <li>• <u>KCWP 5: Design, Align and Deliver Support</u></li> <li>• <u>KCWP 6: Establishing Learning Culture and Environment</u></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>• <u>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</u></li> <li>• <u>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</u></li> <li>• <u>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</u></li> <li>• <u>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</u></li> <li>• <u>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</u></li> <li>• <u>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</u></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 the percentage of students scoring proficient in reading on the KPREP test to 71.9 by 2018.	KCWP 3: Design and Deliver Assessment Literacy	Teachers will administer various formative assessments to analyze and monitor student progress. They will be used to provide feedback on his/her learning.	Classroom teachers	January 1, 2018-June 6, 2018	No Funding
		PLCs will meet regularly to analyze and monitor student progress and design common assessments in reading strategies.	Classroom teachers and Instructional Coach	January 1, 2018-June 6, 2018	No Funding
	KCWP 2: Design and Deliver Instruction	Chromebooks are used school wide as a way to provide individually differentiated instruction to the student.	Classroom teachers and TIS	January 1, 2018-June 6, 2018	No Funding
	Teachers are required to have daily lesson plans.	Administrators	January 1, 2018-June 6, 2018	No Funding	
Objective 2: Increase the percentage of students scoring proficient in math on the KPREP test to 64.7% by 2018.	KCWP 2: Design and Deliver Instruction	Chromebooks are used school wide as a way to provide individually differentiated instruction to the student.	Classroom teachers	January 1, 2018-June 6, 2018	No Funding
		Teachers are incorporating Google Classroom as a way of implementing interactive activities on applicable units.	Classroom teachers and TIS	January 1, 2018-June 6, 2018	No Funding
	KCWP 3: Design and Deliver Assessment Literacy	Teachers will administer various formative assessments to analyze and monitor student progress. They will be used to provide feedback on his/her learning.	Classroom teachers	January 1, 2018-June 6, 2018	No Funding

<b>Goal 1:</b> To increase the percentage of students scoring proficient on combined reading and math on the KPREP test to 73.6% by 2019.					
		PLCs will meet regularly to analyze and monitor student progress and design common assessments in mathematics.	Classroom teachers and Instructional Coach	January 1, 2018-June 6, 2018	No Funding

**2: Gap**  
 State your *Gap Goal*

<b>Goal 2:</b> To increase the percentage of gap students scoring proficient/distinguished in reading on the KPREP test (free/reduced lunch students) to 70.2% and (students with disabilities) to 58% by 2019. To increase the percentage of gap students scoring proficient/distinguished in math on the KPREP test (free/reduced lunch students) to 65.0% and (students with disabilities) to 53.3% by 2019.					
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>• <u>KCWP 1: Design and Deploy Standards</u></li> <li>• <u>KCWP 2: Design and Deliver Instruction</u></li> <li>• <u>KCWP 3: Design and Deliver Assessment Literacy</u></li> <li>• <u>KCWP 4: Review, Analyze and Apply Data</u></li> <li>• <u>KCWP 5: Design, Align and Deliver Support</u></li> <li>• <u>KCWP 6: Establishing Learning Culture and Environment</u></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>• <u>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</u></li> <li>• <u>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</u></li> <li>• <u>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</u></li> <li>• <u>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</u></li> <li>• <u>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</u></li> <li>• <u>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</u></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.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the percentage of free/reduced lunch students scoring proficient/distinguished in reading on the KPREP test to 64.2% by 2018.	KCWP 6: Establishing Learning Culture and Environment	Reconfigure schedule to create smaller class sizes.	Scheduling committee and special education teachers	January 1, 2018-June 1, 2018	No Funding
		Give special education priority when developing the schedule.	Scheduling committee and special education teachers	January 1, 2018-June 1, 2018	No Funding

Increase the percentage of students with disabilities scoring proficient/distinguished in reading on the KPREP test to 49.5% by 2018.		Make sure special education kids are in the environment that is most suitable for their learning/behavior needs.	special education teachers	January 1, 2018-June 1, 2018	No Funding
Objective 2: Increase the percentage of free/reduced lunch students scoring proficient/distinguished in math on the KPREP test to 58.0% by 2018. Increase the percentage of students with disabilities scoring proficient/distinguished in math on the KPREP test to 44.0%	KCWP 5: Design, Align, and Deliver Support.	Use Bullitt Days to prepare staff to “own” the kids.	Special Education Consultant, Special Education Teachers	January 1, 2018-June 1, 2018	No Funding
		Training for regular education teachers regarding differentiation/monitoring/implementation of IEPs.	Special Education Consultant, Special Education Teachers, Administrators	January 1, 2018-June 1, 2018	No Funding

### 3: Graduation rate

State your *Graduation rate Goal*

Goal 3:		
<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>• <u>KCWP 1: Design and Deploy Standards</u></li> <li>• <u>KCWP 2: Design and Deliver Instruction</u></li> <li>• <u>KCWP 3: Design and Deliver Assessment Literacy</u></li> <li>• <u>KCWP 4: Review, Analyze and Apply Data</u></li> <li>• <u>KCWP 5: Design, Align and Deliver Support</u></li> <li>• <u>KCWP 6: Establishing Learning Culture and Environment</u></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>• <u>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</u></li> <li>• <u>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</u></li> <li>• <u>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</u></li> <li>• <u>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</u></li> <li>• <u>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</u></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>

Goal 3:					
		<ul style="list-style-type: none"> <li><u>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</u></li> </ul>			
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: To increase the percentage of student categorical growth in a combined reading and math on KPREP test from 58.4% to 67.4% by 2020.		
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><u>KCWP 1: Design and Deploy Standards</u></li> <li><u>KCWP 2: Design and Deliver Instruction</u></li> <li><u>KCWP 3: Design and Deliver Assessment Literacy</u></li> <li><u>KCWP 4: Review, Analyze and Apply Data</u></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><u>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</u></li> <li><u>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</u></li> <li><u>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</u></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.

<b>Goal 4:</b> To increase the percentage of student categorical growth in a combined reading and math on KPREP test from 58.4% to 67.4% by 2020.					
<ul style="list-style-type: none"> <li>• <u>KCWP 5: Design, Align and Deliver Support</u></li> <li>• <u>KCWP 6: Establishing Learning Culture and Environment</u></li> </ul>		<ul style="list-style-type: none"> <li>• <u>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</u></li> <li>• <u>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</u></li> <li>• <u>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</u></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: To increase the percentage of student categorical growth in reading on the KPREP test from 67.3% to 70.3% by 2018.	KCWP 2: Design and Deliver Instruction	All students that fall in below the 20 <sup>th</sup> percentile in mathematics based on MAP data will be assigned to a second reading class during the school day until the data indicates they have reached their benchmark.	RTI teachers	January 1, 2018-June 1, 2018	Title 1 funding \$40,000
		Students will be given probes weekly. These will be scores and provide guidance to teachers about specific strategies to assist the student.	RTI teachers	January 1, 2018-June 1, 2018	Title 1 funding \$40,000
		Extended School Service (ESS) is provided for additional reading support to meet the learning needs of struggling students.	ESS teachers	January 1, 2018-June 1, 2018	ESS funding \$12,800
Objective 2: To increase the percentage of student categorical growth on the KPREP test in math from 49.3% to 52.3% by 2018.	KCWP 2: Design and Deliver Instruction	All students that fall in below the 20 <sup>th</sup> percentile in mathematics based on MAP data will be assigned to a second mathematics class during the school day until the data indicates they have reached their benchmark.	RTI teachers	January 1, 2018-June 1, 2018	Title 1 funding \$40,000
		Students will be given probes weekly. These will be scores and provide guidance to teachers about specific strategies to assist the student.	RTI teachers	January 1, 2018-June 1, 2018	Title 1 funding \$40,000
		Extended School Service (ESS) is provided for additional mathematics support to meet the learning needs of struggling students.	ESS teachers	January 1, 2018-June 1, 2018	ESS funding \$12,800

**5: Transition readiness**

State your *Transition readiness Goal*

**Goal 5:**

To increase the percentage of students who are meeting transition benchmarks in combined reading and math on MAP from 35.25% in the spring of 2017 to 38.70% by spring 2019.

<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: To increase the percentage of students who are meeting transition benchmarks in reading on MAP from 41.10% in spring 2017 to 42.88% by spring 2018.</p>	<p>KCWP 3: Design and Deliver Assessment Literacy</p>	<p>Parent Night, to inform parents and students about 6<sup>th</sup> grade readiness.</p>	<p>6<sup>th</sup> grade teacher and administrators</p>	<p>May 18, 2017</p>	<p>No Funding</p>
	<p>KCWP 6: Establishing Learning Culture and Environment</p>	<p>School wide program General's Bash, to inform parents and students about programs that could be beneficial to their student being successful in middle school and prepared for the transition to high school. Meet with parents once a month (Coffee Talk) to provide parents and community members current school information and receive feedback.</p>	<p>Language arts teachers and Administration</p>	<p>August 3, 2017 – June 01, 2018</p>	<p>No Funding</p>
	<p>KCWP 4: Review, Analyze, and Apply Data</p>	<p>Students in the eighth grade participate in 12 minute reads to prepare for the ACT. RTI for those students falling below the 20 percentile on MAP in Reading.</p>	<p>Language arts teachers</p>	<p>August 9, 2017 – June 1, 2018</p>	<p>No Funding</p>
<p>Objective 2: To increase the percentage of students who are meeting transition benchmarks in math on MAP from 29.2% in spring of 2017 to 30.98% by spring 2018.</p>	<p>KCWP 2: Design and Deliver Instruction</p>	<p>Parent Night, to inform parents and students about 6<sup>th</sup> grade readiness.</p>	<p>6<sup>th</sup> grade teachers and administrators</p>	<p>May 18, 2017</p>	<p>No Funding</p>
	<p>KCWP 6: Establishing Learning Culture and Environment</p> <p>KCWP 4: Review, Analyze, and Apply Data</p>	<p>School wide program, General's Bash, to inform parents and students about programs that could be beneficial to their student being successful in middle school and prepared for the transition to high school. Meet with parents once a month (Coffee Talk) to provide parents and community members current school information and receive feedback.</p>	<p>Mathematics teachers and Administration</p>	<p>August 3, 2017 – June 01, 2018</p>	<p>No Funding</p>

<b>Goal 5:</b> To increase the percentage of students who are meeting transition benchmarks in combined reading and math on MAP from 35.25% in the spring of 2017 to 38.70% by spring 2019.					
		Students participate in the Project Lead the Way (STEM) class and eighth grade students took a JA Inspire field trip to enhance their understanding of possible career paths in high school. RTI for those students falling below the 20 percentile in math.	STEM teacher and mathematics teachers	August 9, 2017 – June 1, 2018	Grant Funding \$10,000 and District Funding

**6: Other (optional)**

State your *Other Goal* (optional)

<b>Goal 6:</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> )		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>• <u>KCWP 1: Design and Deploy Standards</u></li> <li>• <u>KCWP 2: Design and Deliver Instruction</u></li> <li>• <u>KCWP 3: Design and Deliver Assessment Literacy</u></li> <li>• <u>KCWP 4: Review, Analyze and Apply Data</u></li> <li>• <u>KCWP 5: Design, Align and Deliver Support</u></li> <li>• <u>KCWP 6: Establishing Learning Culture and Environment</u></li> </ul>		<ul style="list-style-type: none"> <li>• <u>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</u></li> <li>• <u>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</u></li> <li>• <u>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</u></li> <li>• <u>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</u></li> <li>• <u>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</u></li> <li>• <u>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</u></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					



Goal 6:					
Objective 2:					