

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: Jefferson’s combined reading and math proficiency will increase from 57% in 2016/2017 to 66.3% in May 2018/2019, as measured by the KPREP Assessment.

<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>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Jefferson’s reading proficiency score will increase from 53.3% in 2016/2017 to 60% in May 2017/2018, as measured by the KPREP Assessment.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Headsprout- Headsprout is a researched based foundational literacy program. All kindergarten and 1st grade students do headsprout 4 days a week for 40 minutes.	Headsprout Reports and Summative Assessments		
	Design and deliver instruction	Saxon Phonics- Teachers in grade 1-3 will use Saxon Phonics to deliver phonics instruction daily during the reading instructional block.	RIC and Saxon Assessments		
		Instructional time- All students in grades K-3 will receive 120 minutes of reading instruction daily.	Lesson plans and walkthroughs		
	Design and deliver instruction	Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level content. There is also an RTI portion called liftoff for kids that are performing below grade level.	Education Galaxy Reports and Star Math		
	Review, Analyze, and Apply Data	Data Teams- Teacher meet with Instructional Coach and Principal weekly for 1 hour to analyze assessment data (MAP, STAR Reader, Star Math, common assessments, KPREP, etc), determine skills that need to be addressed in tier 2 time, and develop next steps for delivering the instruction.	Data Team minutes		

Objective 2: Jefferson's math proficiency score will increase from 60.6 % in 2016/2017 to 62.5% in May 2017/2018, as measured by the KPREP Assessment.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level conten There is also an RTI portion called liftoff for kids that are performing below grade level.	Education Galaxy Reports and Star Math		
	Review, Analyze, and Apply Data	Data Teams- Teacher meet with Instructional Coach and Principal weekly for 1 hour to analyze assessment data (MAP, STAR Reader, Star Math, common assessments, KPREP, etc), determine skills that need to be addressed in tier 2 time, and develop next steps for delivering the instruction.	Data Team minutes		

2: Gap

State your **Gap Goal**

Goal 2:
Jefferson's GAP Group (non duplicated) combined reading and math proficiency will increase from 53% Proficient/distinguished in 2016/2017 to 64% proficient/distinguished in May 2018/2019, as measured by the KPREP Assessment.

Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)	Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 	<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 	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
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Objective 1: Jeffersons GAP Group (non-duplicated) reading proficiency will increase from 48.1% in 2016/2017 to 57.6% in 2017/2018.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level content There is also an RTI portion called liftoff for kids that are performing below grade level.	Education Galaxy Reports and Star Math		
Objective 2: Jeffersons GAP Group (non-duplicated) math proficiency will increase from 57.9% in 2016/2017 to 59.5% in 2017/2018.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level content There is also an RTI portion called liftoff for kids that are performing below grade level.	Education Galaxy Reports and Star Math		

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:		
Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)	Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy 	<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 	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 			
Objective 1:					
Objective 2:					

4: Growth

State your **Growth Goal**

<p>Goal 4: Jefferson will increase reading proficiency from 90% on/above grade level in spring of 2021, as measured by the NWEA MAP Assessment.</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 	<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>

		Improvement Activities			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Jefferson will increase reading proficiency from 68% on/above grade level in spring 2017 to 75% on/above grade level in spring 2018, as measured by the NWEA MAP Assessment.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Headsprout- Headsprout is a researched based foundational literacy program. All kindergarten and 1st grade students do headsprout 4 days a week for 40 minutes.	Headsprout Reports and Summative Assessments		
	Design and deliver instruction	Saxon Phonics- Teachers in grade 1-3 will use Saxon Phonics to deliver phonics instruction daily during the reading instructional block.	Formative and Summative Assessments and walkthroughs		
		Instructional time- All students in grades K-3 will receive 120 minutes of reading instruction daily.			
	Design and deliver instruction	Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level content There is also an RTI portion called liftoff for kids that are performing below grade level.	Edu galaxy reports and formative assessment data		
	Review, Analyze, and Apply Data	Data Teams- Teacher meet with Instructional Coach and Principal weekly for 1 hour to analyze assessment data (MAP, STAR Reader, Star Math, common assessments, KPREP, etc), determine skills that need to be addressed in tier 2 time, and develop next steps for delivering the instruction.	Data Team minutes		

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: Jefferson's 5th grade students will increase reading proficiency from 71% on/above grade level in spring 2017 to 90% on/above grade level in spring 2021, as measured by NWEA MAP assessment.

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</i>	Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
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<i>attach evidence for why the strategy was chosen.)</i> <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 		<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 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Jefferson's 5 th grade students will increase reading proficiency from 71% on/above grade level in spring 2017 to 75% on/above grade level in spring 2018, as measured by NWEA MAP assessment.	Design and Deliver Instruction	RTI- Tier 2 RTI services will be provided for all students in reading and math 4 days a week for 45 minutes. Students receiving tier 3 and special education services will be services at an additional time. This allows for all kids to have tier 1 universal direct instruction as well as tier 2 reteach time.	Formative and Summative Assessments		
		Education Galaxy- Students use this computer based research proven program to learn and work on skills they need. The program assesses each kid and then assigns them standards and skill based assignments/games aligned to their grade level content. There is also an RTI portion called liftoff for kids that are performing below grade level.	Edu galaxy reports and formative assessment data		
	Review, Analyze, and Apply Data	Data Teams- Teacher meet with Instructional Coach and Principal weekly for 1 hour to analyze assessment data (MAP, STAR Reader, Star Math, common assessments, KPREP, etc), determine skills that need to be addressed in tier 2 time, and develop next steps for delivering the instruction.	Data Team minutes		

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:

<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>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					