

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**

<p>Goal 1: Increase the percentage of proficiency in the area of reading from 65.8% to 76.5%; math from 69.7% to 76.4%; writing from 74.5% to 77%; and social studies from 87.2% to 90% on the state assessment 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	Persons Responsible	Progress Monitoring Date & Notes	Funding

<p>Objective 1: A.B. Chandler will improve the percentage of students scoring proficient or above on state assessments by 2018 in reading from 65.8% to 71.7%.</p>	<p>KCWP 1: Design and Deploy Standards</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>Implement 120 minutes of direct reading instruction at K-3 and 90 minutes at grades 4-5. K-1 are using Saxon Phonics and Heggerty Phonemic Awareness in grades K – 2 to address gaps in phonics and phonemic awareness</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>
	<p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>ESS will be intentional and focused on improving reading skills for those students that need additional reading support. Headsprout Comprehension is being used in 3rd grade to help with reading deficits.</p>	<p>Principal & ESS Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>ESS funds</p>
	<p>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</p>	<p>Data teams will utilize data collection tools, data and observations to ensure high levels of teacher effectiveness and/or student achievement.</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>
	<p>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</p>	<p>Awards will be offered to students in grades K - 5 for reaching 100% of their Accelerated Goal each marking period. Examples include: AR Boot Camp, Water Wars and AR Camping Party</p>	<p>Principal, Reading Committee & Media Specialist</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>\$1000</p>
<p>Objective 2: A.B. Chandler will improve the percentage of students scoring proficient or above on state</p>	<p>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</p>	<p>Students in grades K - 5 will be exposed to math vocabulary during morning assembly.</p>	<p>Instructional Coach</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>

assessments by 2018 in math from 69.7% to 71.6%.	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	Accelerated Math will be used in grades 2 - 5 to differentiate math curriculum and instruction.	2 - 5 Teachers	March 1 - June 1 -	\$500
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Objective 3: A.B. Chandler will improve the percentage of students scoring proficient or above on state assessments by 2018 in writing from 74.5% to 75.75%.	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	School-wide plan used to provide incentives for students to score proficient on On-Demand, Extended Response, and Short Answer questions. Success in 4 - 5 week increments will lead students to become proficient writers.	Principal, Instructional Coach, K - 5 Teacher	March 1 - June 1 -	\$1000
	KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities	Students will be pulled out in small groups to work on specific writing skills and to re-write Extended Responses, Short Answers, or On-Demand pieces during ATTACK times.	Principal, Instructional Coach & 3 - 5 Teachers	March 1 - June 1 -	No Funding
		Students work closely with teachers and coaches to practice to practice writing, Extended Responses, Short Answers and or On-Demand pieces.	Principal, Instructional Coach, 3 - 5 Teachers & Writing Coaches	March 1 - June 1 -	No Funding

Objective 4:	KCWP4: Review, Analyze and Apply	Data teams will utilize data collection tools, data and/or observations to	Principal, Instructional	March 1 -	No Funding
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<p>A.B. Chandler will improve the percentage of students scoring proficient or above on state assessments by 2018 in social studies from 87.2% to 88.6%.</p>	<p>Data - Continuous Improvement Activities</p>	<p>ensure high levels of teacher effectiveness and student achievement.</p>	<p>Coach & K - 5 Teachers</p>	<p>June 1 -</p>	
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2: Gap

State your **Gap Goal**

<p>Goal 2: A.B. Chandler will increase the percentage of students within the following gap groups scoring proficiency on the state assessment by May 2019. <u>Reading</u> Free/Reduced from 58.2% to 73.3%; disability from 45.8% to 61.9%; non-duplicated gap group from 61.1% to 72.9% <u>Math</u> Disability from 41.7% to 61.3%</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 	<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 	<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>

<ul style="list-style-type: none"> KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> 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	Persons Responsible	Progress Monitoring Date & Notes	Funding
<p>Objective 1: A.B. Chandler will improve the percentage of students in the following gap groups scoring proficient or higher on the state assessment in reading by May 2018: Free/Reduced from 58.2% to 65.75%</p>	<p>KCWP 1: Design and Deploy Standards</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>Implement 120 minutes of direct reading instruction at K-3 and 90 minutes at grades 4-5. K-1 are using Saxon Phonics and Heggerty Phonemic Awareness in grades K – 2 to address gaps in phonics and phonemic awareness</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>
<p>Disability from 45.8% to 53.85%</p> <p>Non-duplicated gap group from 61.1% to 67%</p>	<p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>ESS will be intentional and focused on improving reading skills for those students that need additional reading support. Headsprout Comprehension is being used in 3rd grade to help with reading deficits.</p>	<p>Principal & ESS Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>ESS funds</p>
	<p>KCWP5: Design, Align and Deliver Support - Continuous</p>	<p>Tier 2 and Tier 3 students will be provided intensive, small group reading interventions at least 3</p>	<p>Reading Intervention Teachers</p>	<p>March 1 -</p>	<p>Title I School wide</p>

	Improvement Activities	days per week for 40 minutes per day.		June 1 -	
	KCWP 1: Design and Deploy Standards KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	The RIC will be administered at a minimum of 3 times per year to determine deficits in phonics at grades K - 3.	Instructional Coach & K - 3 Teachers	March 1 - June 1 -	No Funding
Objective 2: A.B. Chandler will improve the percentage of students in the following gap groups scoring proficient or higher on the state assessment in math by May 2018: Disability from 41.7% to 51.5%	KCWP 1: Design and Deploy Standards KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities	Students who qualify for special education services will use Moby Max, FASTT Math and/or Math in Focus Curriculum for core instruction and resource/co-teach instruction.	Special Education Teachers	March 1 - June 1 -	\$500

3: Growth

State your **Growth Goal**

Goal 3:

A.B. Chandler will increase the percentage of students making growth in reading and math on the state assessment by May 2019.

Reading

From 68.7% to 78.7%

Math

From 68.7% to 78.7%

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](#)
- [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](#)

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](#)
- [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](#)

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

Persons Responsible

Progress Monitoring
Date & Notes

Funding

<p>Objective 1: A.B. Chandler will increase the percentage of students making growth from 68.7% to 73.7% on the state assessment in reading by May 2018.</p>	<p>KCWP 1: Design and Deploy Standards</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>Implement 120 minutes of direct reading instruction at K-3 and 90 minutes at grades 4-5. K-1 are using Saxon Phonics and Heggerty Phonemic Awareness in grades K – 2 to address gaps in phonics and phonemic awareness.</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>
	<p>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</p>	<p>Awards will be offered to students in grades K - 5 for reaching 100% of their Accelerated Goal each marking period. Examples include: AR Boot Camp, Water Wars and AR Camping Party.</p>	<p>Principal, Reading Committee & Media Specialist</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>\$1000</p>
	<p>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</p>	<p>Data teams will utilize data collection tools, data and observations to ensure high levels of teacher effectiveness and/or student achievement. Teachers use the reading resources on the Google Drive created by district instructional coaches to enhance their instruction.</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>
	<p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>ESS will be intentional and focused on improving reading skills for those students that need additional reading support.</p>	<p>Principal & ESS Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>ESS Funds</p>

Objective 2: A.B. Chandler will increase the percentage of students making growth from 68.7% to 73.7% on the state assessment in math by May 2018.	KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities	Students in grades K - 5 will be exposed to math vocabulary during morning assembly.	Instructional Coach	March 1 - June 1 -	No Funding
	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	Accelerated Math will be used in grades 2 - 5 to differentiate math curriculum and instruction. School Counselor holds lunch bunch to help those that are having difficulty completing their Accelerated Math or struggling with the skills.	School Counselor, 2 - 5 Teachers	March 1 - June 1 -	\$500

4: Transition readiness

State your **Transition readiness Goal**

<p>Goal 4: A.B. Chandler will increase the percentage of 5th graders scoring proficient or higher to demonstrate transition readiness for middle school on the state assessment by May 2019.</p> <p>Reading 58% to 68%</p> <p>Math 68% to 78%</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> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards 	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</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 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><i>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 			
Objective	Strategy	Activities to deploy strategy	Persons Responsible	Progress Monitoring Date & Notes	Funding
<p>Objective 1: A.B. Chandler will increase the percentage of 5th grade students scoring proficient or higher from 58% to 63% on the state assessment in reading by May 2018.</p>	<p>KCWP 1: Design and Deploy Standards</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p>	<p>Implement 120 minutes of direct reading instruction at K-3 and 90 minutes at grades 4-5.</p>	<p>Principal, Instructional Coach & K - 5 Teachers</p>	<p>March 1 -</p> <p>June 1 -</p>	<p>No Funding</p>

	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	Students reflect on the test questions they missed using GradeCam data to ensure students understand the skills.	K – 5 Teachers	March 1 - June 1 -	No Funding
	KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities	Awards will be offered to students in grades K - 5 for reaching 100% of their Accelerated Reading Goal each marking period. Examples include: AR Boot Camp, Water Wars and AR Camping Party.	Principal, Reading Committee & Media Specialist	March 1 - June 1 -	\$1000
	KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities	Grade level awards will be offered to students in grades 3 - 5 for reaching 100% of their Accelerated Math objectives each marking period.	3 – 5 Teachers	March 1 - June 1 -	No Funding
	KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities	Data teams will utilize data collection tools, data and observations to ensure high levels of teacher effectiveness and/or student achievement.	Principal, Instructional Coach & K - 5 Teachers	March 1 - June 1 -	No Funding
	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	ESS will be intentional and focused on improving reading skills for those students that need additional reading support.	Principal & ESS Teachers	March 1 - June 1 -	ESS Funds

Objective 2: A.B. Chandler will increase the percentage of 5th grade students scoring proficient or higher from 68% to 73% on the state assessment in math by May 2018.	KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities	Students in grades K - 5 will be exposed to math vocabulary during morning assembly.	Instructional Coach	March 1 - June 1 -	No Funding
	KCWP2: Design and Deliver Instruction - Continuous Improvement Activities	Accelerated Math will be used in grades 2 - 5 to differentiate math curriculum and instruction.	2 - 5 Teachers	March 1 - June 1 -	\$500