

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: By Spring 2018, 76.8 % of students in grades 3, 4, 5 will show proficiency in the areas of reading and math on the KPREP 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 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: By May 2018, 79.3 % of students will show proficiency in the area of reading on the KPREP assessment.</p>	<p>KCWP 5: Design, Align and Deliver Support What system or processes are in place to ensure appropriate academic interventions are taking place to meet the needs of all students?</p>	<p>Bi-weekly RTI meetings to discuss academic concerns and analyze progress monitoring data.</p>		<p>Meetings occur every other week and academic reading concerns is addressed. AIMSWEB data is reviewed and intervention and/or referral are based on that data.</p>	<p>None</p>
		<p>Fluency check all students in 3,4,5 so we know that the fluency isn't what is holding them back.</p>	<p>Pre/post results for teachers to modify instruction.</p>		
	<p>KCWP 6: Establishing Learning Culture and Environment</p>	<p>Give medals early (November) for last year's KPREP scores so that encourages everyone to work hard NOW and throughout the year</p>	<p>Student goal setting earlier in the academic year.</p>	<p>The school recognition gave students an early indication of their performance level and goals to strive for. They will bring back medals and wear during testing.</p>	

		Individual meetings with students about scores and goal setting. Recognition of proficient/distinguished scores on tests given in class that are similar to KREP format.		March 2018	
	KCWP 1: Design and Deliver Instruction	There are 2 classrooms piloting Saxon phonics to see if we see a difference in instruction.	Completion of RIC document and mastery of phonics skills and/or increased fluency	Reading committee is obtaining feedback and will report to principal and SBDM.	
		Self-reflections on their tests and setting goals for what they need to do to improve their score.			
Objective 2: By May 2018, 74.3 % of students will show proficiency in the area of math on the KPREP assessment.	KCWP 2: Design and Deliver Instruction	Accelerated Math will be expected with grades 2-5 with set number of objectives for individual students. AM rewards will be given at the end of each 9 weeks to students who master their assigned number of objectives.		Updated AM guidelines were communicated to staff by instructional coach.	
		Khan Academy will be used as reteach support with grades 4-5.		Classroom teacher decision.	
		Small group instruction based on assessment results will be done by teachers.		PLC discussion of ways to implement small groups in intermediate grades. (4/5)	

2: Gap

State your **Gap** Goal

Goal 2; By Spring 2019, 72.5% of free/reduced students will score proficient/distinguished on the Spring 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
<p>Objective 1: By May 2018, 75.4 % of free/reduced students will show proficiency in the area of reading.</p>		<p>All classroom teachers will create a spreadsheet of students who are in an achievement gap area and plan instruction based on student barriers.</p>			
		<p>Administer RIC to students in gap groups to determine what area they need more intervention in.</p>	<p>Winter/Spring RIC spreadsheet</p>		
<p>Objective 2: By May 2018, 60.8 % of special education students will show proficiency in the area of reading.</p>		<p>Deeper data analysis of students N/A to figure out what areas they struggle in.</p>			

4: Growth

State your **Growth** Goal

<p>Goal 4: By 2019, 100% of students will show growth by one performance level in reading and math on the KPREP 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 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: By April 2018, all 3 rd , 4 th , 5 th grade students will score a proficient response on a common formative or classroom assessment.	KCWP: Design, Align and Deliver Support	All students who scored Novice on Spring 17 KPREP will be in an intervention group.	Formative Assessments	Flexible RTI groups based on MAP and AIMSWEB data also include novice performers.	None
Objective 2:					

5: Transition readiness

State your **Transition readiness** Goal

<p>Goal 5: By 2019, less than 10% of 5th grade students will be referred for reading/math support at the middle school level.</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: By May 2018, less than 20% of students will be referred for reading and math support at the middle school level.</p>		<p>Reading and math interventions will be provided during the day and afternoon ESS with flexible grouping</p>	<p>Data communicated to middle school counselors in April</p>	<p>SMS meetings schedule for 5th. Visit to Niagara by guidance counselors and site visit to SMS by students.</p>	
<p>Objective 2:</p>					

