

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:</p> <ul style="list-style-type: none"> ● Increase the percentage of students scoring proficiency in reading from 38.4% to 67.9% by 2020. ● Increase percentage of students scoring proficiency in math from 39.5% to 65.8 by 2020. 					
<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:</p> <ul style="list-style-type: none"> ● Increase the percentage of students scoring proficiency in reading from 38.4% to 55% by 2018. ● Increase percentage of students scoring proficiency in math from 39.5% to 52.1 by 2018. 	<p>Refine our systematic approach to effectively <u>design and deploy standards</u> through the District PDSA/PLC Protocol</p>	<p>Process: All teachers will utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery or exceed mastery by analyzing data from MAP and common formative/summative assessments on a bi-weekly and quarterly basis in order to monitor the rigor and congruence of unit plans as part of the PLC process.</p>	<ul style="list-style-type: none"> ● 30-60-90 Plans monitored by Leadership Team and Committee Leads ● Walkthrough Data collected by Principal/Asst. Principal ● Coaching reports by Literacy Coach 	<ul style="list-style-type: none"> ● 30-60-90 Plans monitored by Leadership Team and Committee Leads ● Evidence will be uploaded each quarter. 	<p>\$0</p>

2: Gap

State your **Gap Goal**

<p>Goal 2: Reading: Increase the percentage of students in the non-duplicated gap group scoring proficient/distinguished in elementary for reading from 30.2% to 64.0%.</p> <p>Math: increase the percentage of students in the non-duplicated gap group scoring proficient/distinguished from 38.8% to 61.8% in math.</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:</p> <ul style="list-style-type: none"> • Increase the percentage of students scoring proficiency in reading at the elementary level from 30.2% to 49.5% by 2017. • Increase the percentage of students scoring proficiency in math at the elementary level from 29.7% to 46.5% by 2017. 	<p>Create a system to monitor student data regularly in order to <u>align and deliver support</u></p>	<p>Process: The Leadership Team will develop a clearly defined RtI school/district-wide process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks by collaboration with the district RtI Team.</p>			
		<p>Process: PLC's will utilize the Persistence to Graduation Tool/Early Warning Tool, in combination with data from counselor and FRC, to assist in identifying students at risk for remediation, failure, and/or untimely graduation through monthly meetings.</p>			

4: Growth

State your **Growth Goal**

<p>Goal 4: WII will decrease the novice rate in</p> <ul style="list-style-type: none"> READING from 31.8% in 2014 – 15 to 15.9% in 2020 as measured by state assessment data. MATH from 28.2% in 2014 – 15 to 18.1% in 2020 as measured by state assessment data. 					
<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: WII will decrease the novice rate in</p> <ul style="list-style-type: none"> READING from 36.2% in 2015 – 16 to 25.4% in 2017 as measured by state assessment data. MATH from 26.5% to 22.56% in 2017 as measured by state assessment data 	<p>Develop a systematic use of GradeCam to ensure a uniform way of examining and interpreting data to determine priorities for individual student success</p>	<p>Practice: All teachers will use GradeCam to create and monitor a “Watch (Cusp) List” for students performing below grade level by working collaboratively during PLC.</p>			

5: Transition readiness

State your **Transition readiness** Goal

<p>Goal 5: All students will indicate percentage of transition readiness in reading by increasing from 42% to 80% as measured by students reaching the grade-level norms based on MAP data in 2020. All students will indicate percentage of transition readiness in math by increasing from 41% to 80% as measured by students reaching the grade-level norms based on MAP data in 2020.</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: All students will indicate transition readiness in reading by increasing from 42% to 54% based on MAP norms. All students will indicate transition readiness in math by increasing from 41% to 54% based on MAP norms..	Develop processes to communicate with students in order to address barriers to learning.	Practice: Teachers and/or Administrators will conference, on a regular basis, with all students, and such discussions will support a culture for learning.			