## 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: Increase the average combined reading and math proficiency ratings for all students to 75% by 2030.

| 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.)* | 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.)* | 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. |
|---|---|---|
| • KCWP 1: Design and Deploy Standards <br> • KCWP 2: Design and Deliver Instruction <br> • KCWP 3: Design and Deliver Assessment Literacy <br> • KCWP 4: Review, Analyze and Apply Data <br> • KCWP 5: Design, Align and Deliver Support <br> • KCWP 6: Establishing Learning Culture and Environment | • KCWP1: Design and Deploy Standards - Continuous Improvement Activities <br> • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities <br> • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities <br> • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities <br> • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities <br> • 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: Collaborate to increase the average combined reading and math proficiency ratings for all students in SG Elementary from 41.0 to 43.5 and SG Middle from 44.9 to 47.4 as measured on the 2018 State Assessment. | Literacy/Writing | Unit Development | Completed Units (Template) | May 2018 (Principal) | PD |
| | | Revised Writing Plan | Increased Writing Practice Across Grades | May 2018 (Principal) | PD |
| | | Summative Assessments | Submitted with Units | May 2018 (Principal) | General Fund |
| | | Implementation of the Read 180 Program | Class Rosters | Quarterly (DoSE) | IDEA |
| | Student Engagement | Kagan | District Walkthrough Document/Unit Plans | Ongoing (Superintendent) | PD, Title II |
| | | PD – ACES, Book Study, District Visits, etc. | PD Plan | December 2018 (Admin Team) | PD, Title II |
| | | Student Goal Setting – MAP, Classroom Guidance | Goal Cards, Counselor Schedule | Ongoing (Teacher, Counselor) | -0- |
| | | Mentoring – 5th Grade Mentoring Groups, Lions/Cubs | Counselor Schedule | December 2018 (Counselor) | -0- |
| | | Learning Walks | District Walkthrough Documents | Quarterly (Admin Team) | -0- |
| | | Student Incentive/Recognition Programs | Assembly Schedules, Reward Activities | Ongoing (All Staff) | General, Donations |

| I. Goal 2: Reduce the number of students in the non-duplicated gap group scoring Novice on state assessments (combined reading and math) to less than 18% by 2030. |
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| 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.)*<br>• KCWP 1: Design and Deploy Standards<br>• KCWP 2: Design and Deliver Instruction<br>• KCWP 3: Design and Deliver Assessment Literacy<br>• KCWP 4: Review, Analyze and Apply Data<br>• KCWP 5: Design, Align and Deliver Support<br>• 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.*<br>• KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br>• 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. |
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|---|---|---|---|---|---|
| Objective 1: Collaborate to decrease the average combined reading and math novice ratings for all non-duplicated gap students in SG Elementary from 31.05 to 28.25 and SG Middle from 34.15 to 31.35 as measured on the 2018 State Assessment. | Support Students Scoring Below Benchmarks | Response to Intervention/ESS | Schedules, Rosters, Student Test Scores | December 2018 (Principal, Title I & ESS Coordinators) | Title I, ESS |
| | | Electives | Schedules, Rosters | Quarterly (Principal, Counselor, Staff) | General Funds |
| | | Technology Based Interventions: Math Facts, Edmentum, Mobymax, etc | Reports, Student Grades | December 2018 (Principal, Staff) | SBDM |
| | | Advisory Team Meetings (Triannual) | Schedule | December 2018 (Admin Team, Staff) | -0- |
| | | Summer Learning Opportunities | Rosters, Schedules | September 2018 (Principal, Superintendent, DoSE, Teachers/Staff) | ESS, Grants, General Fund |
| | | Preschool Partnership Grant | June 30, 2018 | DoSE, Superintendent, Principal | Grant, IDEA |

## 3: Graduation rate
State your *Graduation rate* **Goal**

| Goal 3: Not Applicable – P-8 District |
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| 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.)* | 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.* | 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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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
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| Objective 1: | | | | | |
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| Objective 2: | | | | | |
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## 4: Growth
State your <mark>Growth</mark> **Goal**

| Goal 4: By 2030, 75% of the students will show adequate growth toward their proficiency goal. | | |
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| 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.)*<br>• KCWP 1: Design and Deploy Standards<br>• KCWP 2: Design and Deliver Instruction<br>• KCWP 3: Design and Deliver Assessment Literacy<br>• KCWP 4: Review, Analyze and Apply Data<br>• KCWP 5: Design, Align and Deliver Support<br>• 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.*<br>• KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br>• 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 | Measure of Success | Progress Monitoring Date & Notes | Funding |
|---|---|---|---|---|---|
| Objective 1: Collaborate to ensure at least <mark>50%</mark> of all students in grades K-8 meet adequate yearly growth on grade level assessments. | Provide Quality Instruction to Support Growth for Students | Monitor student growth by Administering MAP Benchmark Assessments 3 times per year. Data will be utilized to make informed decisions. | MAP Reports | Fall, Winter, Spring (Admin Team and Staff) | SBDM |
| | | Implement Research Based Interventions/Extensions (as described above) | Schedule, Goal Setting Cards, Additional Reports Data, Unit Plans | Ongoing (Admin Team, Staff) | SBDM, General Fund, Title I, IDEA |

## 5: Transition readiness
State your <mark>Transition readiness</mark> **Goal**

Goal 5:  By 2030, 75% of 5th and 8th grade students will be *Transition Ready* as determined by state assessments.

| 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.)* | 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.* | 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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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|---|---|---|---|---|---|
| Objective 1: Collaborate to ensure that 40% of SG Elementary 5th graders are *transition ready* and 60% of SG Middle 8th graders are *transition ready* as measured on the 2018 state assessment. | Provide Support to Transitioning Students | 5th Grade Mentoring Groups | Scheduled Groups, Adhoc Reports – Failures, Discipline Referrals | May 2018 and ongoing next year (Counselor) | -0- |
| | | 8th Grade High School Visits | Schedule | December 2018 (Counselor) | General Fund |
| | | Counselor Assist with the High School Application Process | Completed and Submitted | December 2018 (Counselor) | -0- |
| | | Middle School Orientation | Schedule | September 2018 and ongoing (Admin Team, Staff) | FRYSC, General Fund |

| Goal 6: Increase community and parent involvement for all students. |
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| 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.)*<br>• KCWP 1: Design and Deploy Standards<br>• KCWP 2: Design and Deliver Instruction<br>• KCWP 3: Design and Deliver Assessment Literacy<br>• KCWP 4: Review, Analyze and Apply Data<br>• KCWP 5: Design, Align and Deliver Support<br>• 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.*<br>• KCWP1: Design and Deploy Standards - Continuous Improvement Activities<br>• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities<br>• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities<br>• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities<br>• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities<br>• 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. |
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|---|---|---|---|---|---|
| Objective 1: Provide collaborative opportunities for community members and families to actively participate in student learning. | Increase Family/School Connections | Readyfest | Schedule, Flyer | September 2018 (Admin Team, Staff) | FRYSC |
| | | Preschool Book of the Week Program | Book List | December 2018 (DoSE) | Grant |
| | | Family Engagement Events – Preschool Family Night, Fine Arts Night, Winter and Spring Concerts, Literacy Night, MMS (kindergarten), etc. | Calendar of Events | December 2018 (Admin Team, Staff) | Grant, FRYSC, General Fund |
| | | Social Media Outlets – Web Page, Facebook Page, Twitter | Posts, Likes, etc. | December 2018 (Superintendent, Tech Coordinator) | -0- |
| | | Children Inc. Wrap Around Program | Student Enrollment | December 2018 (DoSE, Principal, Children Inc.) | Grant, General Fund |
| | | Lion's Pride Parent Group | Scheduled Meetings | December 2018 (Group Officers) | Private Funding |
| | | Weekly Communication Email | Email Distribution List | December 2018 (Tech Coordinator) | -0- |

| | Increase Community Connections | Optimist Club | Scheduled Meetings | December 2018 (Superintendent & Principal) | -0- |
|---|---|---|---|---|---|
| | | Arbor Day Contest | Yearly Event | Spring 2018 | -0- |
| | Create Student Centered Activities | Chess Club, Student Council, Middle School Dance, Girls on the Run, etc. | Scheduled Events, Student Participation | December 2018 (Staff) | Grant, etc. |