

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 :By 2019, BCHS will increase the combined (reading and math) percentage of proficient/distinguished students from 39.8 in 2017 to 59% (high).

<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: By 2019, BCHS will increase the combined (reading and math) percentage of proficient/distinguished students from 39.8 in 2017 to 59%.	Better Utilization of Data (MAP, ACT, and Classroom Assessments) in regards to Tier II Interventions	The BCHS Math and ELA departments will work collaboratively with the BCHS administration to analyze the RtI completed in study zone to determine if the program is working to increase student achievement	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA
		The BCHS Math and ELA departments will work collaboratively to develop a more effective protocol to analyzing MAP and ACT data to inform intervention needs for our students.	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA
	Improve Tier II and III level interventions in the area of Math	The BCHS Math Department will work together to determine the most appropriate curriculum to teach in the RtI study zone class. We will create assignments using KUTA software to implement	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA
		BCHS Math Department will work together to analyze the assessment scores to determine the appropriate placement of students in the class.	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA
	Improve Tier II and III level interventions in the area of Reading	The BCHS ELA Department will analysis ACT will be given and based on results we can target students to be moved into Study Zone for reinforcement for late Junior year/Senior year. We will continue to monitor the progress of students in Mrs. Workman’s Study Zone using formative/summative assessments (there is a possibility that the third round of MAP testing and/or the field test for the EOC will be given during this window – if that is the case, we can use these assessments to gauge what students need intervention as well)	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA

Goal 1 :By 2019, BCHS will increase the combined (reading and math) percentage of proficient/distinguished students from 39.8 in 2017 to 59% (high).					
		The BCHS ELA department will refocus their Study Zone Class to intervene with students prior to the On-Demand test and EOC. We can retest students to see if they have met their goals up to this point. After testing, students who need intervention in order to pass classes or prep for next year's testing can be put into Study Zones for intervention	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	NA

2: Gap

State your **Gap Goal**

Goal 2: BCHS will increase the average combined reading and math proficiency rates for all students in the Gap Group (non-duplicated) from 29.9% in 2017 to 50 % by 2019.					
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
Objective 1: BCHS will collaborate to increase the averaged combined reading and math proficiency ratings for all students in non-	RTI - BCHS is undertaking major revisions to our existing RTI program. Our program has currently been centered on assisting students in regaining credits and/ or content to pass courses with the goal of	Study Island Test Prep Program - BCHS has renewed our contract with Cementum company for the Study Island program. This online formative assessment solution, Study Island to engage students and improve their K-12 math, ELA, science, and social studies performance. The program offers high-impact, high-value programs provide proven academic support through practice, immediate feedback, and built-in remediation to improve students' performance in core skill areas.	Reduction of Novice and Improvement in Student Performance	Progress Monitoring Notes May and November 2018	\$5000

<p>Goal 2: BCHS will increase the average combined reading and math proficiency rates for all students in the Gap Group (non-duplicated) from 29.9% in 2017 to 50 % by 2019.</p>					
<p>duplicated gap from 29.9% to 50.0% by 2018.</p>	<p>graduation. In many cases we have not been addressing the root cause of the problem- the lack of the basic skills necessary to learn more advanced content. We will be developing and implementing strategies to address both aspects of our student's needs. Category: Continuous Improvement</p>	<p>The BCHS Math and ELA departments will work collaboratively to develop a more effective protocol to analyzing MAP and ACT data to inform intervention needs for our students.</p>	<p>Reduction of Novice and Improvement in Student Performance</p>	<p>Progress Monitoring Notes May and November 2018</p>	<p>NA</p>
<p>Objective 2: Collaborate to eliminate the suspension gap between students with and students without disabilities from 2.7% to 0% by 12/29/2017 as measured by Infinite Campus Behavior Report.</p>	<p>Alternative to Suspension - BCHS will develop and implement alternative to suspension for students with IEPs.</p>	<p>Students with 6 or more discipline referrals; returning student from our Alternative School; and/or any major discipline referral on record will be placed in a Study Zone Class designed to promote effective social and behavioral skills. Students will be provided information to help them make better decisions for the purpose of improving their discipline record. Students in the program will be monitored and mentored for continuing support.</p>	<p>Reduction of IEP students with suspensions</p>	<p>Progress Monitoring Notes May and November 2018 and IC Behavior Report</p>	<p>NA</p>

3: Graduation rate

State your **Graduation rate** Goal

<p>Goal 3: BCHS will increase the Graduation Rate from 91.4% to 94.6% by 2020, as measured by the 5-Year Cohort Graduation Rate.</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 	<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>

Goal 3:
 BCHS will increase the Graduation Rate from 91.4% to 94.6% by 2020, as measured by the 5-Year Cohort Graduation Rate.

<ul style="list-style-type: none"> • 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"> • 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 	
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: BCHS will increase the Graduation Rate from 91.4% to 92.46% by 2018, as measured by the 5-Year Cohort Graduation Rate.	Student Support Programs - Bath County High School has developed and implemented several programs and initiative to support our students so that they may be successful. The goal of all of our support programs is to assist in the elimination of barriers that may prevent a student from obtaining a high school diploma. BCHS is constantly researching, reviewing, and updating our support systems to ensure we provide all that we can to ensure student achievement.	The BCHS Student Intervention Team consists of the BCHS Assistant Principal, Guidance Counselors, School Nurse, YSC Coordinator, District DPP, local Pathways Counselors, and Juvenile Court Designated Worker. This group will work to create interventions for students demonstrating at risk behavior such as poor attendance, classroom misbehaviors, or signs of mental distress. The group will meet weekly and discuss student issues and intervention strategies	Increase in Graduation Rate	Progress Monitoring Notes May and November 2018	NA
		BCHS will continue to collaborate with our alternative school, Second Chance Academy in 2018. BCHS and SCA staff will collaborate on the placement of students to the program; the return of students from the program back to the regular high school setting; and share information regarding the academic needs and/or progress for students in the program.. Funding is designated in the Bath County CDIP.	Increase in Graduation Rate	Progress Monitoring Notes May and November 2018	NA

4: Growth

State your **Growth** Goal

Goal 4:					
Not Applicable to High Schools					
<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:					
Objective 2:					

5: Transition readiness

State your **Transition readiness** Goal

<p>Goal 5: BCHS will increase its Transition Readiness percentage (based on College and Career Ready-CCR from 2017scores) from 53.7 to 70% by 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	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: BCHS will collaborate to raise the percentage of students a score to be determined at a later date by 06/01/2017 as measured by college and/or career readiness scores.</p>	<p>ACT Prep Strategies - Various strategies will be developed and implemented to better prepare our students for the ACT. The strategy will be implemented through classroom instructional activities, Study Zone Enrichment activities, mock testing data analysis, and curriculum alignment.</p>	<p>ELA, Math, Social Studies, and Science will implement ACT like assessment problems into the classroom instruction.</p>	<p>Improvement in ACT scores and Transition Readiness</p>	<p>Progress Monitoring Notes May and November 2018 and ACT reports</p>	<p>NA</p>
		<p>ELA and Math will offer an ACT Study Zone Prep course to help prepare students for the assessment</p>	<p>Improvement in ACT scores and Transition Readiness</p>	<p>Progress Monitoring Notes May and November 2018 and ACT reports</p>	<p>NA</p>
		<p>All sophomore students will take a practice ACT mock assessment to provide data for more strategic interventions.</p>	<p>Improvement in ACT scores and Transition Readiness</p>	<p>Progress Monitoring Notes May and November 2018 and ACT reports</p>	<p>NA</p>
<p>Objective 2:</p>	<p>KOSSA Prep - BCHS will redesign and implement our KOSSA testing program to</p>	<p>All CTE Prep students will take a mock KOSSA test. Scores will be analyzed for areas of deficiency and intervention.</p>	<p>Improvement in ACT scores and Transition Readiness</p>	<p>Progress Monitoring Notes May and November 2018 and ACT reports</p>	<p>NA</p>

Goal 5: BCHS will increase its Transition Readiness percentage (based on College and Career Ready-CCR from 2017 scores) from 53.7 to 70% by 2019.					
	better prepare our students for the assessment.	ALL CTE programs will design and implement a KOSSA prep unit.	Improvement in ACT scores and Transition Readiness		

6: Other (optional)

State your *Optional 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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					

Goal 6:

Objective 2:					