

## 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: Owingsville Elementary will increase the average combined KPREP Reading and Math proficiency percentage for all students from 57% to 72% in the 2018-19 school year.</p>					
<p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>		<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>		<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: OES will increase the KPREP Reading proficiency percentage for all students from 53.6% to 70% in the 2017-18 school year.</p>	<p><a href="#">KCWP 1: Design and Deploy Standards</a></p>	<ul style="list-style-type: none"> <li>➤ Determine if learning targets are clear to teachers.</li> <li>➤ Determine if learning targets are clear to students.</li> <li>➤ Determine if assignments/activities/assessments reflect the learning targets students have had the opportunity to learn.</li> <li>➤ Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.</li> </ul>	ELEOT Walk-Through Document	<p>30-60-90 Day Plan, PLC Folders, RTI Data, Benchmark Assessments</p>	Title 1
			Leadership Team		\$0
	<p><a href="#">KCWP 2: Design and Deliver Instruction</a></p>	<ul style="list-style-type: none"> <li>➤ Construct student-friendly learning targets.</li> <li>➤ Ensure that students understand the success criteria within each learning target. (“Our learning target for today is _____, and we will know we are successful when we _____.”) by implementing and communicating through the use of classroom PDSA.</li> </ul>	ELEOT Walk-Through Document		SBDM
			Leadership Team		\$0

		<ul style="list-style-type: none"> <li>➤ Plan strategically in the selection of high yield instructional strategy usage within lessons.</li> </ul>	Professional Learning		\$0
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<p><b>Goal 1:</b> Owingsville Elementary will increase the average combined KPREP Reading and Math proficiency percentage for all students from 57% to 72% in the 2018-19 school year.</p>					
	<a href="#">KCWP 4: Review, Analyze and Apply Data</a>	<ul style="list-style-type: none"> <li>➤ Create and monitor a “Watch List” for students performing below proficiency</li> <li>➤ Monitor and evaluate the validity of assessments, standards, and learning targets.</li> <li>➤ Use classroom assessment data in PLC’s to inform teacher’s instructional decisions.</li> </ul>	Student Growth Discussions		\$0
			Leadership Team and PLC’s		\$0
<p><b>Objective 2:</b> OES will increase the KPREP Math proficiency percentage for all students from 60.4% to 66% in the 2017-18 school year.</p>	<a href="#">KCWP 1: Design and Deploy Standards</a>	<ul style="list-style-type: none"> <li>➤ Determine if learning targets are clear to teachers.</li> <li>➤ Determine if learning targets are clear to students.</li> <li>➤ Determine if assignments/activities/assessments reflect the learning targets students have had the opportunity to learn.</li> <li>➤ Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.</li> </ul>	ELEOT Walk-Through Document	30-60-90 Day Plan	Title 1

	<a href="#">KCWP 2: Design and Deliver Instruction</a>	<ul style="list-style-type: none"> <li>➤ Construct student-friendly learning targets.</li> <li>➤ Ensure that students understand the success criteria within each learning target. (“Our learning target for today is _____, and we will know we are successful when we _____.”)</li> <li>➤ Plan strategically in the selection of high yield instructional strategy usage within lessons.</li> </ul>	ELEOT Walk-Through Document		SBDM
			Leadership Team and PLC’s		\$0
			Professional Learning		\$0
	<a href="#">KCWP 4: Review, Analyze and Apply Data</a>	<ul style="list-style-type: none"> <li>➤ Create and monitor a “Watch List” for students performing below proficiency</li> <li>➤ Monitor and evaluate the validity of assessments, standards, and learning targets.</li> </ul>	ELEOT Walk-Through Document		SBDM
			Leadership Team and PLC’s		\$0
<p>Goal 1: Owingsville Elementary will increase the average combined KPREP Reading and Math proficiency percentage for all students from 57% to 72% in the 2018-19 school year.</p>					
		<ul style="list-style-type: none"> <li>➤ Use classroom assessment data to inform teacher’s instructional decisions.</li> </ul>	Leadership Team and PLC’s		\$0




**2: Gap**

State your **Gap Goal**


**Goal 2:**  
Owingsville Elementary will increase the combined KPREP Reading and Math proficiency percentage for all students in the non-duplicated gap group from 51% to 66% in the 2018-19 school year.

<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<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: OES will increase the KPREP Reading proficiency percentage for all students in the non-duplicated gap group from 46.2% to 56% in the 2017-18 school year.</p>	<p>□ <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></p>	<ul style="list-style-type: none"> <li>➤ Ensure that standardized assessment results are used appropriately to propel student achievement.</li> <li>➤ Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.</li> </ul>	<p>Leadership Team, PLC's and ELEOT walkthroughs</p> <hr/> <p>RTI Data</p>	<p>30-60-90 Day Plan</p> 	<p>\$0</p> <hr/> <p>\$0</p>

**Goal 2:**  
Owingsville Elementary will increase the combined KPREP Reading and Math proficiency percentage for all students in the non-duplicated gap group from 51% to 66% in the 2018-19 school year.

				30-60-90 Day Plan	
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<p>Objective 2: OES will increase the KPREP Math proficiency percentage for all students in the non-duplicated gap group from 55.8% to 76% in the 2017-18 school year.</p>	<p>□ <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></p>	<ul style="list-style-type: none"> <li>➤ Ensure that standardized assessment results are used appropriately to propel student achievement.</li> <li>➤ Ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.</li> <li>➤ Ensure that all users of assessment data use information to benefit student learning.</li> </ul>	<p>RTI Data Leadership Team, PLC's and ELEOT walkthroughs</p>		<p>\$0</p>
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### 3: Graduation Rate

State your **Graduation Rate** Goal

<p>Goal 3: Non-Applicable</p>		
<p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> </ul>	<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>
<p>Goal 3: Non-Applicable</p>		

		<ul style="list-style-type: none"> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					


#### 4: Growth

State your **Growth Goal**

<p>Goal 4: Owingsville Elementary will increase the average combined KPREP Reading and Math typical growth for all students from 62.55% to 72.55% in the 2018-19 school year.</p>		
<p>Which <b>Strategy</b> 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> <p><input type="checkbox"/> <a href="#">KCWP 1: Design and Deploy Standards</a></p>	<p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> </ul>	<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 4:  
Owingsville Elementary will increase the average combined KPREP Reading and Math typical growth for all students from 62.55% to 72.55% in the 2018-19 school year.


<ul style="list-style-type: none"> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: OES will increase the KPREP Reading typical growth for all students from 58.8% to 63.8% in the 2017-18 school year.</p>	<p>□ <a href="#">KCWP 5: Design, Align and Deliver Support</a></p>	<ul style="list-style-type: none"> <li>➤ Utilize daily formative data collection tools, benchmark data, summative data, non-academic data, formative and summative teacher observations, and/or learning walk details to ensure high levels of teacher effectiveness and student achievement.</li> <li>➤ Identify curricular modification needs using pre-assessment strategies, and use data results to “frontload” concepts where high levels of below proficient prerequisite skills are identified.</li> <li>➤ Incorporate professional knowledge of best practice and high yield strategies with knowledge of personalized student needs to procure a unique match that will propel student achievement.</li> <li>➤ Create and monitor a “Watch List” for students performing below proficiency.</li> </ul>	<p>ELEOT Walk-Through Document</p> <hr/> <p>Leadership Team</p> <hr/> <p>Professional Learning and PLC’s</p> <hr/> <p>➤</p>	<p>30-60-90 Day Plan</p> 	<p>SBDM/Title 1</p> <hr/> <p>\$0</p> <hr/> <p>\$0</p>
<p>Objective 2: OES will increase the KPREP Math typical growth for all students from 60.3% to 72% in the 2017-18 school year.</p>					<p>\$0</p>



**5: Transition readiness**

State your **Transition readiness** Goal

Goal 5: Owingsville Elementary will increase the KPREP Writing proficiency percentage for all 5th grade students from 51.7% to 62.7% in the 2018-19 school year.					
Objective 1: OES will increase the KPREP Writing proficiency percentage for all 5th grade students from 51.7% to 62.7% in the 2018-19 school year.			Professional Learning and PLC's		\$0
	<a href="#">KCWP 4: Review, Analyze and Apply Data</a>	Create and monitor a "Watch List" for students performing below proficiency ➤ Monitor and evaluate the validity of assessments, standards, and learning targets. ➤ Use classroom assessment data to inform teacher's instructional decisions.	Leadership Team	30-60-90 Day Plan 	\$0
					\$0

**6: Other (optional)**

State your **Other** Goal (optional)

Goal 6:

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.

Goal 6:

- [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](#)

- [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
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Objective 1:					

Objective 2:					

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