

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 proficiency score on KPREP from 63.5 to 74.9 for elementary reading, from 59.7 to 81.6 for middle grades reading, from 45.9 to 67.8 in elementary math, and from 33.9 to 66.3 in middle grades math by 2020.					
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> 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		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> 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		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: Increase the average proficiency score on KPREP from 63.5 to 69.8 in elementary reading, and from 45.9 to 61.3 in elementary math by 2018.	Design and Deploy Standards	Ensure monitoring measures are in place to support high fidelity in teaching to the standards, by way of peer observations, formal and informal observations, classroom data/running records, and standards mastery checks.			No finding required
		Construct student-friendly learning targets.			No finding required
	Design and Deliver Instruction	Develop a clearly defined RTI school-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.			Title I, ELGIN
		Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments.			No funding required

Goal 1: Increase the average proficiency score on KPREP from 63.5 to 74.9 for elementary reading, from 59.7 to 81.6 for middle grades reading, from 45.9 to 67.8 in elementary math, and from 33.9 to 66.3 in middle grades math by 2020.

	Design and Develop Assessment Literacy	Ensure that standardized assessment results are used appropriately to propel student achievement.			No funding required
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.			No funding required
Objective 2: Increase the average proficiency score on KPREP from 59.7 to 77.9 in middle grades reading, and from 33.9 to 59.6 in middle grades math by 2018.	Design and Deploy Standards	Ensure monitoring measures are in place to support high fidelity in teaching to the standards, by way of peer observations, formal and informal observations, classroom data/running records, and standards mastery checks.			No funding required
		Construct student-friendly learning targets.			No funding required
	Design and Deliver Instruction	Develop a clearly defined RTI school-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.			Title I, ELGIN
		Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what adjustments.			No funding required
	Design and Develop Assessment Literacy	Ensure that standardized assessment results are used appropriately to propel student achievement.			No funding required
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.			No funding required

2: Gap
State your **Gap Goal**

Goal 2: Increase the average Gap score on KPREP from 46.9 to 74.6 in elementary reading, from 55.1 to 80.8 in middle grades reading, from 46.2 to 67.7 in elementary math, and from 28.6 to 65.1 in middle grades math by 2020.					
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> 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		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> 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		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: Increase the average Gap score on KPREP from 46.9 to 69.5 in elementary reading, and 46.2 to 61.2 in elementary math by 2018.	Establish Learning Culture and Environment	Ensure culturally responsive behaviors are modeled among faculty, staff, and students.			No funding required
		Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom.			No funding required
		Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, etc.			FRYSC fund

Goal 2: Increase the average Gap score on KPREP from 46.9 to 74.6 in elementary reading, from 55.1 to 80.8 in middle grades reading, from 46.2 to 67.7 in elementary math, and from 28.6 to 65.1 in middle grades math by 2020.					
Objective 2: Increase the average Gap score on KPREP from 55.1 to 76.9 in middle grades reading, and from 28.6 to 58.1 in middle grades math by 2018.	Establish Learning Culture and Environment	Ensure culturally responsive behaviors are modeled among faculty, staff, and students.			No funding required
		Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom.			No finding required
		Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, etc.			FRYSC fund

3: Graduation rate

State your *Graduation rate* Goal

Goal 3:					
<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> <p>KCWP 1: Design and Deploy Standards</p> <p>KCWP 2: Design and Deliver Instruction</p> <p>KCWP 3: Design and Deliver Assessment Literacy</p> <p>KCWP 4: Review, Analyze and Apply Data</p> <p>KCWP 5: Design, Align and Deliver Support</p> <p>KCWP 6: Establishing Learning Culture and Environment</p>		<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> <p>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p> <p>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</p> <p>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</p> <p>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</p> <p>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</p>		<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:					

4: Growth
State your **Growth** Goal

Goal 4: Increase the average combined reading and math proficiency score of KPREP for elementary students from 54.7 to 71.3 by 2020 and for middle grades students from 46.8 to 74.0 by 2020.						
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> 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		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> 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		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: Increase the average combined reading and math growth on KPREP for elementary students from 54.7 to 65.6 by 2018.	Review, Analyze, and Apply Data	Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs.				Title I, ELGIN
		Develop a clearly defined RTI school-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.				Title I, ELGIN
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.				No funding required

Goal 4: Increase the average combined reading and math proficiency score of KPREP for elementary students from 54.7 to 71.3 by 2020 and for middle grades students from 46.8 to 74.0 by 2020.

Objective 2: Increase the average combined reading and math proficiency score on KPREP for middle grades students from 46.8 to 68.7 by 2018.	Review, Analyze, and Apply Data	Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs.			Title I, ELGIN
		Develop a clearly defined RTI school-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.			Title I, ELGIN
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.			No funding required

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: Increase the percentage of 6 th grade students benchmarking on Fall MAP scores from 50.0% to 65.0% in reading and from 30.8% to 45.8% in math, and increase the percentage of 8 th grade students benchmarking on Spring MAP scores from 61.9% to 76.9% in reading and from 54.5 % to 69.5% in math by 2020.					
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> 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		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> 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		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: Increase the percentage of students benchmarking on Fall MAP scores from 50.0% to 55.0% in 6 th grade reading, and from 30.8% to 40.8% in 6 th grade math by 2018.	Design, Align, Deliver Support Services	Develop a clearly defined RTI school-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.			Title I, ELGIN
		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.			No funding required
		Ensure academic and behavioral expectations are actively modeled and are an existing part of the school culture.			No funding required
Objective 2: Increase the percentage of 8 th grade students benchmarking	Design, Align, Deliver Support Services	Develop a clearly defined RTI school-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.			Title I, ELGIN

Goal 5: Increase the percentage of 6th grade students benchmarking on Fall MAP scores from 50.0% to 65.0% in reading and from 30.8% to 45.8% in math, and increase the percentage of 8th grade students benchmarking on Spring MAP scores from 61.9% to 76.9% in reading and from 54.5 % to 69.5% in math by 2020.

on MAP reading scores from 40.0% in the Fall to 60% in the Spring, and on MAP math scores from 24% in the Fall to 50% in the Spring by 2018.		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.			No funding required
		Ensure academic and behavioral expectations are actively modeled and are an existing part of the school culture.			No funding required

6: Other (optional)
State your **Other 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> <p>KCWP 1: Design and Deploy Standards</p> <p>KCWP 2: Design and Deliver Instruction</p> <p>KCWP 3: Design and Deliver Assessment Literacy</p> <p>KCWP 4: Review, Analyze and Apply Data</p> <p>KCWP 5: Design, Align and Deliver Support</p> <p>KCWP 6: Establishing Learning Culture and Environment</p>		<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> <p>KCWP1: Design and Deploy Standards - Continuous Improvement Activities</p> <p>KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</p> <p>KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</p> <p>KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</p> <p>KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</p> <p>KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</p>		<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:					

