

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: Increase the averaged combined reading and math KPREP scores for elementary from 49.4% to 77.2%.</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: Collaborate to increase the combined reading and Math KPREP scores for elementary from 49.4% in 2016 to 58.6% in 2018.</p>	<p>KCWP 1: Design and Deploy Standards</p>	<p>Ensure monitoring measures are in place to support high fidelity in teaching to the standards by way of peer observations, formal and informal observations, and classroom data/running records and standards mastery checks.</p>	<p>Completed observations with feedback to teachers. Standards mastery checklists.</p>	<p>Bell County's 30/60/90 Plan</p>	<p>Rural and low income funds.</p>
		<p>Use summative evidence to inform what comes next for individual students and groups of students.</p>	<p>Students grouped based on their performance. Students getting individual instruction based on their performance.</p>	<p>Bell County's 30/60/90 Plan</p>	<p>Gear up grant funds</p>
		<p>Ensure that all users of assessment data use information to benefit student learning.</p>	<p>Teachers use flashbacks, quizzes, classroom questioning, all assessments to drive instruction.</p>	<p>Bell County's 30/60/90 Plan</p>	<p>Gear up grant funds</p>
	<p>KCWP 2: Design and Deliver Instruction</p>	<p>Develop a clearly defined RTI school wide process with applicable checklists and documentation tools including such information as service frequency, intervention program/strategies and progress monitoring checks.</p>	<p>RTI schedule in place based on SFA assessments, MAP, KPREP and teacher projections that lists the</p>	<p>Bell County's 30/60/90 Plan</p>	<p>Gear up grant funds</p>

Goal 1: Increase the averaged combined reading and math KPREP scores for elementary from 49.4% to 77.2%.					
			frequency of interventions, types of interventions and a system of monitoring each child so they can move out.		
		Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards.	PLCs with teachers to review lesson plans, plan together looking at standards and programs in place.	Bell County's 30/60/90 Plan	Low income federal funds
Objective 2:					

2: Gap
State your **Gap** Goal

Goal 2:
 Increase the average combined reading and math proficiency ratings for all students in the non duplicated gap group from 43.4% in 2017 to 75.0% in 2020 for elementary and from 67.8% in 2017 to 70.1% in 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>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Collaborate to increase the combined reading and math proficiency ratings for all students in the non duplicated gap group from 43.4% in 2017 to 53.9% in 2018.	KCWP 1: 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, and classroom data/running records and standards mastery checks.	Completed observations with feedback to teachers. Standards mastery checklists.	Bell County's 30/60/90 Plan	Rural and low income funds.
		Use summative evidence to inform what comes next for individual students and groups of students.	Students grouped based on their performance. Students getting individual instruction based on their performance.	Bell County's 30/60/90 Plan	Gear up grant funds
		Ensure that all users of assessment data use information to benefit student learning.	Teachers use flashbacks, quizzes, classroom questioning, all assessments to drive instruction.	Bell County's 30/60/90 Plan	Gear up grant funds
	KCWP 2: Design and Deliver Instruction	Develop a clearly defined RTI school wide process with applicable checklists and documentation tools including such information as service frequency, intervention program/strategies and progress monitoring checks.	RTI schedule in place based on SFA assessments, MAP, KPREP and teacher projections that lists the frequency of	Bell County's 30/60/90 Plan	Gear up grant funds

Goal 2: Increase the average combined reading and math proficiency ratings for all students in the non duplicated gap group from 43.4% in 2017 to 75.0% in 2020 for elementary and from 67.8% in 2017 to 70.1% in 2020.					
			interventions, types of interventions and a system of monitoring each child so they can move out.		
		Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards.	PLCs with teachers to review lesson plans, plan together looking at standards and programs in place.	Bell County's 30/60/90 Plan	Low income federal funds
Objective 2: Collaborate to increase the combined reading and math proficiency ratings for students with disabilities from 41.2% to 51.5%.	KCWP 4: Review, Analyze and Apply Data	Develop a clearly defined RTI school wide process with applicable checklists and documentation tools including such information as service frequency, intervention program/strategies and progress monitoring checks.	RTI schedule in place based on SFA assessments, MAP, KPREP and teacher projections that lists the frequency of interventions, types of interventions and a system of monitoring each child so they can move out.		

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:		
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>) <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction 	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>) <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - 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.

Goal 3:

<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:					
Objective 2:					

Goal 4:
 Increase the average combined reading and math growth in grades 3-5 from 62.9% in 2016 to 77% in 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>
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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 growth in grades 3-5 from 62.9% in 2016 to 77% in 2020.	KCWP 1: 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, and classroom data/running records and standards mastery checks.	Completed observations with feedback to teachers. Standards mastery checklists.	Bell County's 30/60/90 Plan	Rural and low income funds.
		Use summative evidence to inform what comes next for individual students and groups of students.	Students grouped based on their performance. Students getting individual instruction based on their performance.	Bell County's 30/60/90 Plan	Gear up grant funds
		Ensure that all users of assessment data use information to benefit student learning.	Teachers use flashbacks, quizzes, classroom questioning, all assessments to drive instruction.	Bell County's 30/60/90 Plan	Gear up grant funds
	KCWP 2: Design and Deliver Instruction	Develop a clearly defined RTI school wide process with applicable checklists and documentation tools including such information as service frequency, intervention program/strategies and progress monitoring checks.	RTI schedule in place based on SFA assessments, MAP, KPREP and teacher projections that lists the frequency of	Bell County's 30/60/90 Plan	Gear up grant funds

<p>Goal 4: Increase the average combined reading and math growth in grades 3-5 from 62.9% in 2016 to 77% in 2020.</p>					
			interventions, types of interventions and a system of monitoring each child so they can move out.		
		Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards.	PLCs with teachers to review lesson plans, plan together looking at standards and programs in place.	Bell County's 30/60/90 Plan	Low income federal funds
Objective 2:					

5: Transition readiness

State your **Transition readiness Goal**

<p>Goal 5: Increase the percentage of 3rd graders, transitioning from primary to elementary, scoring proficient/distinguished on KPREP reading and math from 40.6% in 2016 to 65% 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 	<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 5:
 Increase the percentage of 3rd graders, transitioning from primary to elementary, scoring proficient/distinguished on KPREP reading and math from 40.6% in 2016 to 65% in 2020.

- [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 percentage of 3 rd graders, transitioning from primary to elementary, scoring proficient/distinguished on KPREP reading and math from 40.6% in 2016 to 65% in 2020.	KCWP 1: 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, and classroom data/running records and standards mastery checks.	Completed observations with feedback to teachers. Standards mastery checklists.	Bell County's 30/60/90 Plan	Rural and low income funds.
		Use summative evidence to inform what comes next for individual students and groups of students.	Students grouped based on their performance. Students getting individual instruction based on their performance.	Bell County's 30/60/90 Plan	Gear up grant funds
		Ensure that all users of assessment data use information to benefit student learning.	Teachers use flashbacks, quizzes, classroom questioning, all assessments to drive instruction.	Bell County's 30/60/90 Plan	Gear up grant funds
	KCWP 2: Design and Deliver Instruction	Develop a clearly defined RTI school wide process with applicable checklists and documentation tools including such information as service frequency, intervention program/strategies and progress monitoring checks.	RTI schedule in place based on SFA assessments, MAP, KPREP and teacher projections that lists the frequency of interventions, types of interventions and a system of monitoring each child so they can move out.	Bell County's 30/60/90 Plan	Gear up grant funds
		Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards.	PLCs with teachers to review lesson plans, plan together looking at standards and programs in place.	Bell County's 30/60/90 Plan	Low income federal funds.
		Ensure monitoring measures are in place to support high fidelity in teaching to the standards by way of peer observations, formal and informal observations, and classroom data/running records and standards mastery	Completed observations with feedback to teachers. Standards	Bell County's 30/60/90 Plan	Low income federal

Goal 5:
 Increase the percentage of 3rd graders, transitioning from primary to elementary, scoring proficient/distinguished on KPREP reading and math from 40.6% in 2016 to 65% in 2020.

		checks.	mastery checklists		funds.
	KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities	Assess with formative and summative assessments that are aligned to the standards.	Assessments that are aligned to standards.	Bell County's 30/60/90 Plan	Rural and low income federal funds
		Create a spreadsheet to track KPREP scores, teacher prediction as well as MAP score, using the NWEA cut scores.	Completed spreadsheet by each teacher that shows KPREP scores, MAP scores and the teacher prediction. This will be reviewed throughout the year as we MAP test 3 times and as teacher projections change. When the new KPREP scores come out teachers will look at the projections to ensure they know what proficiency looks like for what they are teaching.	Bell County's 30/60/90 Plan	Rural and low income federal funds

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:

Which Strategy will the school/district use to address this goal? (<i>The</i>	Which Activities will the school/district deploy based on the strategy or strategies	Identify the timeline for the activity or activities, the person(s)
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Goal 6:

<p>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.)</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>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.)</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>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:					
Objective 2:					