

## 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, Allen Elementary School will increase the combined percentage of proficient/distinguished students to (elementary) 75% and (middle) to 70.7%.

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.*)

- [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? (*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.*)

- [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
<b>Objective 1:</b> By May 2018, 75% of elementary and 70.7% of middle school students will Score at or above proficiency in reading and math combined.	<b>Design and Deliver Instruction</b> All teachers will participate in focused PLC meetings focused on student growth in reading and math.	<b>Activity: Professional Learning Communities</b> All teachers will ensure congruency is present between standards, learning targets, and assessment measures by having students “unpack” standards.	Student samples of deconstructed samples.	Spring 2018	0
		Administration will ensure vertical mapping is occurring to identify instructional gaps, including introduction, development, and release of the standards, with final arrival at mastery through PLC meeting, faculty meetings, and professional learning opportunities.	Participation of faculty in PLC meetings and a vertical mapping document created.	Spring 2018	0
	<b>Design and Deliver Instruction</b> All teachers will ensure Tier instructional needs are met for improvement.	All teachers will participate in school protocol and utilize school monitoring tools for tiered intervention and movement	RTI Progress Monitoring	Spring 2018	0
		Administration will monitor measures in place to ensure support of holistic planning for * <i>high fidelity instructional delivery</i> of the standards through weekly walkthroughs and data. *(StoryWorks, Researched based Instructional computer programs)	Principal and Assistant Principals	Spring 2018	\$7000
		All teachers will provide students to access of individualized instruction using researched based computer programming (IXL, MobyMax, Common Core Ready, Accelerated Reader, Reading Eggs, Study Island.)	Student usaged reports and increased scores on district benchmarks and CERT testing.	Spring 2018	10,000+

	<b>Design and Deliver Instruction</b> All teachers will be involved in the Implementation of various Instructional strategies into all subject areas	All teachers will continue to participate in district sponsored Kagan Trainings and incorporate strategies into daily lessons.	Monitoring will occur formal and informal through walkthroughs and teacher lesson plan reflections.		\$2500
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## 2: Gap

State your **Gap** Goal

Goal 2: Increase the average combined reading and math proficiency ratings from all students in the non-duplicated gap group from 70.8% to 75% (elementary) and 58.8% to 70.4% (middle) in 2018.

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>	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>	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
<b>Objective 1:</b> The students in the non-duplicated gap group will increase performance from 70.8% to 75% (elementary) and 58.8% to 70.4% (middle) in 2018.	<b>Design and Deliver Instruction</b> Teachers will implement programs and strategies that measure effectiveness of student achievement.	<b>Activity: Growth Informative assignments:</b> Teachers will develop assignments and activities that allow students to understand their measureable growth comparable to the Kentucky Dashboard and new state assessment. (going, are, and how to close gap)	K-8 Teachers Administration Map Benchmark Testing	ongoing	\$0

	<b>Design, Align, Deliver Support Strategies</b> Teachers will ensure appropriate interventions are taking place to meet the needs of all students.	Teachers will develop a monitoring tool to track student mastery of each learning standard or target.	K-8 Teachers Administration	3 <sup>rd</sup> 9 weeks 4 <sup>th</sup> 9 weeks	\$0
		Teachers and students will provide specific content related feedback on constructed responses detailing areas of strength and needs improvement to focus learning and growth of the individualized student.	K-8 Teachers Student work samples	Weekly PLCs	\$0
		Teachers will use summative and formative assessments, along with data collection to monitor student progress to determine student placement in RTI Tiers and flexible grouping.	K-8 Teachers Teachers assessment notebooks.	Routinely collected	\$0

### 3: Attendance Goal

State your *Attendance Goal* **Goal**

Goal 3: Allen Elementary will increase the daily attendance to 96.5 in the 2017-2018 school year.					
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> )		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> )		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

All teachers and staff will collaborate to increase the daily, monthly, and yearly attendance.	KCWP 6: Establishing Learning Culture and Environment	KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities  Administration will develop an attendance plan which includes incentives, strategies for contacting absent students, and analysis of absenteeism. (daily phone calls home, home visits, announce classrooms with perfect attendance, and announce daily goals.)	Infinite Campus monthly reports	monthly	\$0
		Weekly attendance protocols: perfect attendance awards, trophy for classrooms, ice-cream/snacks for classrooms with perfect attendance, parent letters and attendance PLC.	Infinite campus reports Student Contact Logs	weekly	\$1000

#### 4: Growth

State your **Growth Goal**

Goal 4: Increase the average combined reading and math growth in grades 3-5 from 77.2 to 80 (elementary ) and 64.8 to 68 by 2020.

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>	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>	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: All teachers will focus on reading and math growth and effectiveness of their teaching.	<b>Design and Deliver Instruction</b> Teachers will implement programs and strategies that measure effectiveness of student achievement.	<b>Activity: Growth Informative assignments:</b> Teachers will develop assignments and activities that allow students to understand their measureable growth comparable to the Kentucky Dashboard and new state assessment. (going, are, and how to close gap)	K-8 Teachers Administration  Map Benchmark Testing	ongoing	\$0

		Teachers will utilize common core supplemental materials to align instruction in ready and math.	Student summative assessments	Ongoing	\$0
Objective 2: All teachers will individualize learning to each student and focus on individual growth.	<b>Design, Align, Deliver Support Strategies</b> Teachers will ensure appropriate interventions are taking place to meet the needs of all students.	Teachers will develop a monitoring tool to track student mastery of each learning standard or target.	K-8 Teachers Administration	3 <sup>rd</sup> 9 weeks 4 <sup>th</sup> 9 weeks	\$0
		Teachers and students will provide specific content related feedback on constructed responses detailing areas of strength and needs improvement to focus learning and growth of the individualized student.	K-8 Teachers Student work samples	Weekly PLCs	\$0
		Teachers will use summative and formative assessments, along with data collection to monitor student progress to determine student placement in RTI Tiers and flexible grouping.	K-8 Teachers Teachers assessment notebooks.	Routinely collected	\$0

## 5: Transition readiness

State your **Transition readiness Goal**

Goal 5: Increase the percentage of students who are College and Career Ready (CCR) from 50.8% (2017) to 70% by 2019.					
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> )	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> )			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

<b>Objective 1:</b> AES will implement support to facilitate the successful transition of students in fifth grade going to sixth grade and 8 <sup>th</sup> grade transitioning to high school.	<u>Review, Analyze and Apply Data</u>	The daily schedule will allow for advisor/advisee time to set goals and discuss careers as well as opportunities to complete career cruising.	Student active reports of career cruising and teacher documentation notebooks for advisor and advisee		\$1000
		8 <sup>th</sup> grade students will complete CERT testing to monitor progression towards successful completion of the ACT.	Student benchmarks for Fall and Winter	Fall 2017 Winter 2017	\$2000
		5 <sup>th</sup> grade students will take the NWEA MAP benchmark and students will have access to a learning continuum that will focus on ACT completion and progression of target.	Fall and Winter 2017 Spring 2018		
<b>Objective 2:</b> AES will implement support to facilitate the successful transition of students entering Kindergarten.	<u>Establishing learning culture and environment</u>	Preschool age children will participate in Tiny Eagle Academy to work on bridging the gap between home and school readiness which is led by preschool and kindergarten teachers and funded by a grant.	Brigance Testing in the fall of 2018	This is funded through a grant obtained by the district and no money is required from individual schools.	\$0
		Kindergarten teachers will lead a summer Kindergarten camp for students to become oriented to the school and for parents to have the opportunity to meet teachers and gather useful information for Kindergarten preparedness.	Kindergarten Entrance Exam and Brigance Testing	Fall	\$500

## 6: Other (optional)

State your **Other Goal** (optional)

Goal 6: Increase the number of National Board Certified Teachers at Allen Elementary from 10% to 20% by the year 2020.

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> <ul style="list-style-type: none"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> </ul>	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> <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>	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			
<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>		<p><b>Objective 1:</b> increase the number of NBCT from 10% to 20% by 2020 as measured by NBC and Rank Change EPSB</p>	<p><b>KCWP 6</b></p>	<p><b>KCWP 6: Establishing Learning Culture and Environment-Continuous Learning</b>  Network to transforming teaching: Representatives from the school will participate in the NT3 Kentucky to provide learning opportunities to staff that support the National Board Standards of teaching and Five Core propositions. Staff will receive information through various forms such as PLC meetings.</p> <p>During PLCs teachers will receive opportunities to analyze National Board Lesson taught by NBCT going through the process. These ATLAS cases will serve as catalyst for teacher growth and understanding of the 5 Core Propositions.</p> <p>Teachers will participate in Cohorts to support the growth mindset and goals of becoming national board certified. They will meet and analyze progress towards meeting the standards of accomplished teaching.</p>	<p>Rank Change EPSB National Board Certification Process</p> <p>PLC Participation Agenda Notes Walkthrough documentation</p> <p>Cohort Participation</p>	<p>Quarterly PLCs</p> <p>Weekly</p> <p>Monthly Agenda and minutes Administration District NBCT Leader</p>	<p>State Grant</p> <p>\$0</p> <p>\$0</p>