

## 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, Kenton Elementary will increase the combined reading and math proficiency for all students from 64.6% in 2017 to 79.2% in 2019 as measured by the school report card proficiency data.					
<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
Objective 1: Collaborate to increase reading from 67.8% P/D to 74.7% by October 2018.	KCWP 2: Design and Deliver Instruction	Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	MAP and K-PREP Student Growth Scores	Use of best practices in weekly lesson plans	\$500.00
		Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning).	Use of weekly Friday Assessments data aligned with standards	Weekly reading data to determine percentage of P/D students	0
		Plan for and implement active student engagement strategies.	Use of weekly Friday Assessment data aligned with the standards.	Turning in lesson plans weekly	0
Objective 2: Collaborate to increase math from 61.4% P/D to 75.2% by October 2018.	KCWP 2: Design and Deliver Instruction	Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	MAP and K-PREP Student Growth Scores	Use of best practices in weekly lesson plans.	\$500.00
		Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning).	Use of Weekly Friday Assessments data aligned with standards	Weekly math data to determine percentage of P/D students	0
		Plan for and implement active student engagement strategies.	Use of weekly Friday Assessment data aligned with standards	Turning in lesson plans weekly	0

## 2: Gap

State your **Gap Goal**

Goal 2: By 2019, Kenton Elementary will increase the combined reading and math proficiency for non-duplicated Gap students from 50.0% in 2017 to 72.3% in 2019 as measured by the school report card proficiency data.

<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: Collaborate to increase Gap reading scores from 53.5% P/D in 2017 to 66.7% P/D by October 2018.</p>	<p>KCWP 2: Design and Deliver Instruction</p>	<p>Develop a clearly defined RtI school/district - 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.</p>	<p>Review of monthly collection of progress monitoring graphs for Gap students in reading</p>	<p>Data graphs for watch listing of students, including those performing in the novice and apprentice areas within the Gap category for reading.</p>	<p>0</p>
		<p>Establish communication protocols for parents/guardians regarding placement and progress in intervention support systems.</p>	<p>FRC tracking of parent participation in parent events</p>	<p>Parent/Student events conducted by the FRC – All Pro Dads program, Whiz Kids Tutoring, Girls on the Run and other programs held throughout the year</p>	<p>\$300</p>

Goal 2: By 2019, Kenton Elementary will increase the combined reading and math proficiency for non-duplicated Gap students from 50.0% in 2017 to 72.3% in 2019 as measured by the school report card proficiency data.					
				on an individual basis.	
		Plan strategically in the selection of high yield instructional strategy usage within lessons.	Weekly Friday Assessment data results for Gap students in reading	Special education PLC meetings to determine best practices for special education students in reading.	0
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	Review of data collection weekly by RTI administration team	Data graphs collected for Gap students in the area of reading.	0
Objective 2: Collaborate to increase Gap math scores from 46.5% P/D in 2017 to 66.8% P/D by October 2018.	KCWP 2: Design and Deliver Instruction	Develop a clearly defined RtI school/district - 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.	Review of monthly collection of progress monitoring graphs for Gap students in math	Data graphs for watch listing of students, including those performing in the novice and apprentice areas within the Gap category for math.	0
		Establish communication protocols for parents/guardians regarding placement and progress in intervention support systems.	FRC tracking of parent participation in events	Parent/Student events conducted by the FRC – All Pro Dads program, Whiz Kids Tutoring, Girls on the Run and other programs held throughout the year on an individual basis.	\$300
		Plan strategically in the selection of high yield instructional strategy usage within lessons.	Weekly Friday Assessment data results for Gap students in math	Special education PLC meetings to determine best practices for special education students in math.	0
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	Review of data collection weekly by RTI administration team	Data graphs collected for Gap students in the area of math.	0

#### 4: Growth

State your **Growth** Goal

Goal 4: By 2022, Kenton Elementary will increase the percentage of students achieving growth in MAP percentiles for reading from 49.2% in Spring 2017 to 74.6%, and for math from 49.6% in Spring 2017 to 74.8%.

<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: Collaborate to increase reading percentages of students achieving growth in MAP percentiles from 49.2% to 54.2% by Spring of 2018.</p>	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Develop a system for student monitoring using data notebooks.</p>	<p>Data displayed in the graphs within the notebooks to indicate the percentage of students at the P/D level</p>	<p>Data graphs, lesson plans, and other documents placed in data notebooks.</p>	<p>0</p>
		<p>Use assessment data to help students assess and adjust their own learning</p>	<p>Goal Setting</p>	<p>Students self-tracking and monitoring of progress</p>	<p>0</p>

Goal 4: By 2022, Kenton Elementary will increase the percentage of students achieving growth in MAP percentiles for reading from 49.2% in Spring 2017 to 74.6%, and for math from 49.6% in Spring 2017 to 74.8%.					
		Use collection of assessment artifacts to inform next steps for individual students and groups of students.	Use of student work samples at the P/D level	Vertical alignment between grade levels to determine high quality constructed response questions at staff meetings and PD opportunities.	0
Objective 2: Collaborate to increase math percentages of students achieving growth in MAP percentiles from 49.6% to 54.6% by Spring of 2018.	KCWP 4: Review, Analyze and Apply Data	Develop a system for student monitoring using data notebooks.	Data displayed in the graphs within the notebooks to indicate the percentage of students at the P/D level	Data graphs, lesson plans, and other documents placed in data notebooks.	0
		Use assessment data to help students assess and adjust their own learning	Goal Setting	Students self-tracking and monitoring of progress	0
		Use collection of assessment artifacts to inform next steps for individual students and groups of students.	Use of student work samples at the P/D level	Vertical alignment between grade levels to determine high quality constructed response questions at staff meetings and PD opportunities.	0

## 5: Transition readiness

State your **Transition readiness** Goal

Goal 5: By 2022, Kenton Elementary will increase the percentage of students transition ready in grade 5 from 48.21% in 2017 to 74.10% as measured by P/D in all areas of reading, math, social studies, and writing within the school report card proficiency data.

<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: Collaborate to increase reading percentages of P/D students from 79.8% to 84.9%.</p>	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Develop a tracking system for monitoring of student achievement progress by learning target and by standard.</p>	<p>Data generated from Friday Assessments and tracked through Mastery Connect</p>	<p>Weekly collection of Friday assessments from administration.</p>	<p>\$5000</p>
		<p>Create intentional opportunities for students to receive and offer effective feedback during learning.</p>	<p>Goal Setting</p>	<p>Student conferences with teachers over goals for reading.</p>	<p>0</p>
		<p>Use collection of assessment artifacts to inform next steps for individual students and groups of students</p>	<p>Student work samples shared at PLC meetings</p>	<p>Student work samples utilized to determine groupings.</p>	<p>0</p>
<p>Objective 2: Collaborate to increase the math percentages of P/D students from 61.5% to 66.7%.</p>	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Develop a tracking system for monitoring of student achievement progress by learning target and by standard.</p>	<p>Data generated from Friday Assessments and tracked through Mastery Connect</p>	<p>Weekly collection of Friday assessments from administration.</p>	<p>\$5000</p>

Goal 5: By 2022, Kenton Elementary will increase the percentage of students transition ready in grade 5 from 48.21% in 2017 to 74.10% as measured by P/D in all areas of reading, math, social studies, and writing within the school report card proficiency data.

		Create intentional opportunities for students to receive and offer effective feedback during learning.	Goal Setting	Student conferences with teachers over goals for reading.	0
		Use collection of assessment artifacts to inform next steps for individual students and groups of students	Student work samples shared at PLC meetings	Student work samples utilized to determine groupings.	0