

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, River Ridge Elementary will increase the combined reading and math percentage of students scoring proficient/distinguished from 64.2% in 2017 to 81% as measured by the school report card.					
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>		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>		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.	
<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 		<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 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><u>Objective 1:</u> To increase our percentage of student scoring proficient/distinguished in reading from 66.2% to 77.1% in 2018 as measured by the school report card.</p>	<p>1-Design and deliver instruction Monitor processes in place to ensure students have an understanding of learning expectations (learning targets, goal setting, and purpose) and know the criteria for success?</p>	<p>1) Utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.</p>	<ul style="list-style-type: none"> Use of MAP Data to determine growth over the course of the school year. Common Assessments will be used to assess and monitor student mastery towards standards. RTI data will be used to monitor progress with intervention supports. KPREP data to determine annual growth and achievement for all student groups 	<p>MAP data will be analyzed 3 times a year.</p> <p>Common assessments data will be analyzed monthly.</p> <p>RTI data will be analyzed every 6 weeks.</p> <p>KPREP (state assessment) will be analyzed annually.</p>	\$0
<p><u>Objective 2:</u> To increase our percentage of students scoring proficient/distinguished in math from 62.1% to 77.3% in 2018 as measured by the school report card.</p>	<p>2-Design and deliver instruction Ensuring instruction is explicit and teachers are monitoring the learning before, during, and after instruction.</p>	<p>2) Plan for an implement active student engagement strategies.</p> <p>3) Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards.</p> <p>4) Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports.</p>			

2: Gap

State your **Gap** Goal

Goal 2: By 2019, River Ridge Elementary will increase the combined reading and math percentage of students in the non-duplicated gap group scoring proficient/distinguished from 51% in 2017 to 74.6% as measured by the school report card.

<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
<p><u>Objective 1:</u> To increase our percentage of students in the non-duplicated gap group scoring proficient/distinguished in reading from 52.3% in 2017 to 69.7% in 2018 as measured by the school report card.</p>	<p>1-Design and Deliver Instruction Systems/processes are in place to ensure Tier 1 instruction and assessments meet the intent of the standards.</p> <p>2-Design and Deliver Instruction Collaborate among all stakeholders to ensure that systems are in place to meet the education needs of all students (tier 1).</p> <p>3- Design and Deliver Instruction Establish protocols for ensuring Tier 1 and Tier II instructional needs are met and next steps for improvement are identified.</p>	<p>1-Develop a clearly defined RTI schoolwide process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, and progress monitoring checks.</p> <p>2-Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations.</p> <p>3-Implement a system for student monitoring using data notebooks.</p> <p>4-Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs.</p> <p>5-Born Learning Sessions with FRC Coordinator to support families of students in sub groups with home/school connections and individual student success at school.</p>	<ul style="list-style-type: none"> • RTI Progress Monitoring Data for frequent, ongoing monitoring of student progress with interventions. • Formative and Summative assessments to track growth and progress of all students in the non-duplicated gap group. • Data notebooks will be kept to contain data in one place for quick access. 	<p>RTI data will be reviewed every 6 weeks.</p> <p>Formative and summative data will be reviewed weekly and monthly at PLC meetings</p> <p>Data notebooks will be used at PLC meetings</p>	<p>\$3,000</p>
<p><u>Objective 2:</u> To increase our percentage of students in the non-duplicated gap group scoring proficient/distinguished in math from 49.6% in 2017 to 69.3% in 2018 as measured by the school report card.</p>					

3: Growth

State your **Growth** Goal

Goal 3: By 2022, River Ridge Elementary will increase the percentage of students showing growth in MAP for reading in Spring 2017 from 48% to 74% and for math from 44% in Spring 2017 to 72%.

<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
<p>Objective 1: To increase our percentage of students showing growth in MAP for reading from 48% in 2017 to 53% in 2018 as measured by the NWEA reports.</p>	<p>1-Design and Deliver Instruction Monitor and evaluate what strategies and programs are implemented in classrooms and how their effectiveness on student achievement is measured.</p> <p>2-Design and Deliver Instruction Evaluate and provide feedback on how teachers ensure cognitive engagement versus passive or active engagement.</p>	<ol style="list-style-type: none"> 1) 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. 2) Plan for and implement active student engagement strategies. 3) Increase collaboration in data analysis and student progress towards mastery, including identification of students in need of intervention supports. 4) Implement data teaming methodologies, including collection and charting of data, analysis of strengths and obstacles to student learning, creating goals for improvement, and development of a method of quality assurance monitoring. 	<ul style="list-style-type: none"> • MAP data to be reviewed 3 times a year 	<p>Teachers will work with students after each MAP testing session to set goals based on their scores.</p> <p>Incentives for growth, achievement, and effort on MAP testing will be in place for students.</p>	<p>\$10000</p>
<p>Objective 2: To increase our percentage of students showing growth in MAP for math from 44% in 2017 to 50% in 2018 as measured by the NWEA reports.</p>					

4: Transition readiness

State your **Transition readiness** Goal

Goal 4: By 2022, River Ridge Elementary will increase the percentage of students who are transition ready in grade 5 from 33% in 2017 to 67% as measured by proficient/distinguished in all areas of Reading, Math, Social Studies, and Writing.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
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 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> <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 		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 1: To increase the percentage of students who are transition ready in grade 5 from 33% in 2017 to 40% in 2018 as measured by proficient/distinguished in all areas of Reading, Math, Social Studies, and Writing.	1-Design and Deploy Standards Establish a protocol for reviewing and revising the curriculum beyond pacing (how often, who, what is completed, expectation for achievement) specifically in the area of writing. 2- Design, Align, and Deliver Support Leadership and teachers will measure the effectiveness of current programs and initiatives implemented in classrooms and the school.	1) Ensure regularly scheduled curriculum meetings to review the alignment between standards, targets, and assessment measures, with heavy focus on writing instruction. 2) Utilize daily formative data collection tools, benchmark data, summative data, non academic data, formative and summative teacher observations, and/or PPR learning walk details to ensure high levels of teacher effectiveness and student achievement. 3) 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.	<ul style="list-style-type: none"> Use of faculty meetings, PLC's data analysis meetings, and committee meetings to analyze instructional practices and to create consistency in delivery of standards across grade levels. Intentional focus on lesson plan and PPR walk feedback to address areas of need. 	PLCs will take place weekly. Data analysis will be ongoing in weekly team and PLC meetings as well as data meetings every 6 weeks. PPR and Lesson Plan feedback to teachers on a weekly basis.	\$0