## 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

| Goal 1: Increase middle school Proficiency Indicator Score from 72.8 to 76.  |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
* [KCWP 2: Design and Deliver Instruction](http://education.ky.gov/school/csip/Documents/KCWP%202%20DesignandDeliverInstruction.pdf)
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 | 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards_CONTINUOUS%20IMPROVEMENT%20Activities.pdf)
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 | 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 middle school math scores from 65.1 to 70.  | RTI - We will administer the STAR (baseline universal screen) that will identify low achieving students. Students falling below grade level will be given small group and one-on-one instruction | The School Intervention Team will meet monthly to identify at-risk students, to analyze student progress monitoring data, and to make adjustments to the RTI process as needed | Percentage of Students moving from intervention to near grade level. | Fall, Winter, & Spring | Other |
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| Objective 2: Increase the middle school reading scores from 80.4 to 82 | RTI - We will administer the STAR (baseline universal screen) that will identify low achieving students. Students falling below grade level will be given small group and one-on-one instruction | The School Intervention Team will meet monthly to identify at-risk students, to analyze student progress monitoring data, and to make adjustments to the RTI process as needed | Percentage of Students moving from intervention to near grade level. | Fall, Winter, & Spring | Other |
| The school will lower the student-teacher ratio which would allow for more one-on-one interaction in the areas of reading and math. This data was confirmed by diagnostic data from progress monitoring, specifically STAR reading and math results. | STAR |  |  |
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## 2: Gap

State your *Gap* **Goal**

| Goal 2: Increase elementary math scores in the Gap Group from 55.7% to 60% |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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 | 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 elementary math scores in students with an economic disadvantage from 55.7 to 60%.  | District personnel will assist in analysis of student data and develops next step in collaboration with content teachers. RTI team will use predictors with STAR assessments to identify student needs.  | Analyze student achievement by gap groups, relative to state (KPREP), district, and school assessments and use analysis to design instruction | Gap Scores 2019 | Throughout the year | None |
| The School Intervention Team will meet monthly to identify at-risk students, to analyze student progress monitoring data, and to make adjustments to the RTI process as needed. | Gap Scores 2019 | Monthly | Other |
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| Objective 2: |  |  |  |  |  |
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## 3: Graduation rate

State your *Graduation rate* **Goal**

| Goal 3: |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: |  |  |  |  |  |
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| Objective 2: |  |  |  |  |  |
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## 4: Growth

State your *Growth* **Goal**

| Goal 4: Increase the Average Combined Reading/Math Growth Scores from the 2016 scores of in 47.5 in Elementary/46.5 in Middle School to 55 in Elementary/54 in Middle School by 2020.  |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: Increase Elementary Growth from 47.5 to 55 by 2020. | District personnel will assist in analysis of student data and develops next step in collaboration with content teachers. RTI team will use predictors with STAR assessments to identify student needs. | Analyze student Growth, relative to state (KPREP), district, and school assessments and use analysis to design instruction | Yearly scores from KPREP | Release Date of KPREP scores | district |
| The School Intervention Team will meet monthly to identify at-risk students, to analyze student progress monitoring data, and to make adjustments to the RTI process as needed. | RTI Data | Fall, Winter, Spring | other |
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| Objective 2: Increase Middle School Growth from 46.5 to 54 by 2020.  | District personnel will assist in analysis of student data and develops next step in collaboration with content teachers. RTI team will use predictors with STAR assessments to identify student needs. | Analyze student Growth, relative to state (KPREP), district, and school assessments and use analysis to design instruction | Yearly KPREP Scores | Release Date of KPREP scores | district |
| The School Intervention Team will meet monthly to identify at-risk students, to analyze student progress monitoring data, and to make adjustments to the RTI process as needed. | RTI Data | Fall, Winter, Spring | other |
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## 5: Transition readiness

State your *Transition readiness* **Goal**

| Goal 5: Increase the percentage of students who are College and Career Ready (CCR) to 75% by 2020. |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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 | 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 number of students who score college ready on the MAP assessment to 75% by 2020. | Gear up TutorsCollege and Career Advising | The ILP system will be implemented and utilized in 6th, 7th, and 8th grades to best benefit students and prepare them for a career pathway upon entering high school. |  | Bi-annually | Gear Up |
| MAP Testing  | MAP Scores | Fall, Winter, Spring | Gear Up |
| Gear Up Tutoring | Map Scores | Fall, Winter, Spring | Gear Up |
| Objective 2: |  |  |  |  |  |
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## 6: Other (optional)

State your *Other* **Goal** (optional)

| Goal 6: |
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| 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](http://education.ky.gov/school/csip/Documents/KCWP%201%20DesignandDeployStandards.pdf)
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| Objective 2: |  |  |  |  |  |
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