

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: Russell County High School students will score at a level of 62.0 in Reading and 44.8 in Math on the End-of-Course KPREP Exams by 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: Russell County High School students will improve on the reading portion of the ACT by the following: 9 th Grade will improve Reading scores from 17.2 to 18.2, 10 th Grade will improve Reading scores from 17.2 to 18.6, 11 th Grade will improve Reading scores from 19.0 to 20.4 on Mastery Prep Assessments.	Instructional	Off-Grade practice ACT assessment. (Mastery Prep-twice per year)	Student Data Reports	Principal	\$11,000 Title V
	Instructional	Mastery Prep Bellringers implemented in content classes to increase student achievement towards meeting ACT benchmarks.	Lesson Plans, Walk-Throughs	Principal	\$2,250 Title V
	Instructional	Mastery Prep ACT Boot Camp is held to help increase the number of students reaching ACT benchmark scores.	Student Data Reports	Principal, Director of Federal Programs	\$7,100 ESS
	Professional Learning	Professional Learning webinars to implement Mastery Prep Bellringers was presented to teachers to help them utilize the program in the classroom.	Sign Ins	Principals	No Funding
	Professional Learning	PLCs are used to work on clear learning objectives and implementing a formative assessment system to track and monitor student classroom academic performance.	PLC Sign Ins	Principal, teachers, Instructional Coach	No Funding
	Professional Learning	Common Planning Time is used to collaboratively plan lessons and common assessments to implement to monitor student achievement.	Lesson Plans, Curriculum Maps, Assessments	Principal, Instructional Coach, Teachers	No Funding
Objective 2: Russell county High School students will	Instructional	Off-Grade practice ACT assessment. (Mastery Prep-twice per year)	Student Data Reports	Principal, Director of Federal Programs	\$11,000 Title V

Goal 1: Russell County High School students will score at a level of 62.0 in Reading and 44.8 in Math on the End-of-Course KPREP Exams by 2020.					
improve on the math portion of the practice ACT by the following: 9 th Grade will improve Math scores from 16.4 to 17.4, 10 th Grade will improve Math scores from 16.9 to 18.0, 11 th Grade will improve Math scores from 18.2 to 19.6.		Mastery Prep Bellringers implemented in content classes to increase student achievement towards meeting ACT benchmarks.	Lesson Plans, Walk-Throughs	Principal, Director of Federal Programs	\$2,250 Title V
	Professional Learning	Professional Learning webinars to implement Mastery Prep Bellringers was presented to teachers to help them utilize the program in the classroom.	Sign-Ins	Principal, Teachers, Instructional Coach	No Funding
		PLCs are used to work on clear learning objectives and implementing a formative assessment system to track and monitor student classroom academic performance.	PLC Sign-Ins	Principal, Instructional Coach, Teachers	No Funding
	Professional Learning	Common Planning Time is used to collaboratively plan lessons and common assessments to implement to monitor student achievement.	Lesson Plans, Curriculum Maps, Assessments	Principal, Teachers, Instructional Coach	No Funding

2: Gap

State your **Gap Goal**

Goal 2: Russell County High School will attain a score of 37.9 for students in the consolidated gap group by 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>

Goal 2: Russell County High School will attain a score of 37.9 for students in the consolidated gap group by 2020.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Russell County High School students will improve on the reading portion of the ACT by the following: 9 th Grade will improve Reading scores from 17.2 to 18.2, 10 th Grade will improve Reading scores from 17.2 to 18.6, 11 th Grade will improve Reading scores from 19.0 to 20.4 on Mastery Prep Assessments AND Russell county High School students will improve on the math portion of the practice ACT by the following: 9 th Grade will improve Math scores from 16.4 to 17.4, 10 th Grade will improve Math scores from 16.9 to 18.0, 11 th Grade will improve Math scores from 18.2 to 19.6.	Instructional	Off-Grade practice ACT assessment. (Mastery Prep-twice per year)	Student Data Reports	Principal, Director of Federal Programs	\$11,000 Title V
		Mastery Prep Bellringers implemented in content classes to increase student achievement towards meeting ACT benchmarks.	Lesson Plans, Walk-Throughs	Principal	\$2,250 Title V
	Instructional	Mastery Prep ACT Boot Camp is held to help increase the number of students reaching ACT benchmark scores.	Student Data reports	Principal, Director of Federal Programs	\$7,100 ESS
	Instructional	Resource and Collaborative classes are offered to students to meet their unique individual needs and to offer specially designed instruction to ensure student access to the general curriculum,	Master Schedule	Principal, ECE Teachers	No Funding
	Instructional	Reading Plus software is utilized for students with disabilities to help increase reading achievement for students in this specific gap group. My Lexia is also used for the most struggling readers.	Student Data Reports	Principal, ECE Teachers, DOSE	\$1282.50 IDEA B
	Instructional	IXL Math software is utilized for students with disabilities to help increase student performance in this specific gap group.	Student Data Reports	Principal, ECE Teachers, DOSE	\$350 IDEA B
	Instructional/Professional Learning	Two day ACT Boot Camp held to provide students with strategies designed to help them meet benchmarks of the ACT.	Increased ACT scores	Principal, Director of Federal Programs	\$7100 ESS

Goal 2: Russell County High School will attain a score of 37.9 for students in the consolidated gap group by 2020.					
		A team from RCHS attended the Novice Reduction training to help devise a plan for school improvement utilizing the Key Core Work Processes.	30-60-90 day plan	Principal, Instructional Coach, Director of Curriculum and Instruction, Teachers	\$300 Title II
		School support representation attended an ELL training geared towards developing high yield lessons for ELL students.	Increased achievement for ELL students	Principal, ELL Coordinator, Instructional Coach	\$417.05 Title 1
	Support	School Site Family Medical Center Services are available for all students for physicals, sick child visits, dental visits, flu shots and others with parental permission.	Family Medical enter Consent Forms	Principal, YSC, Cumberland Family Medical, School Nurse	No Funding
	Support	The school Youth Service Center offers a variety of services to students in need in an attempt to break barriers that students have preventing them from academic success. This ranges from food, clothing, school supplies, waivers for ACT test and several other needs.	YSC Documentation Records	YSC Coordinator, DPP, Principal	No Funding
	Support/Instructional	Migrant and EL staff will act as a liaison between the school and home by interpreting/translating information/meetings to promote family involvement and school activities and collaborate with the classroom teacher and parents to analyze assessment data, set goals, provide resources, including summer school and support needed to implement the Program Services Plan. Furthermore, PD information will be provided to principals and teachers.	Implementation of Program Services Plan	ELL Coordinator, DPP, Principal	\$1000 Title 1 Part C
	Support/Instructional	Before school and after school tutoring are both offered for students that are struggling with academics.	ESS Sign Ins/Teacher Time Sheets	Principal, District ESS Coordinator, School ESS Coordinator	
	Support	A community involvement meeting is held to gain valuable feedback from multiple stakeholders to better improve how the school assists students in the gap group.	Sign Ins	Principal, Director of Federal Programs	No Funding
	Support	An instructional coach is designated at the school to support curriculum and instruction and to help teachers plan and employ academic strategies.	Sign Ins	Principal, Instructional Coach, DOSE, Director of Curriculum and Instruction	\$20,253.50 Title 1 \$60, 759. 15 IDEA B

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Russell County High School will score at a level of 90.4 on the measure of Graduation Rate by 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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Russell County High School will employ strategies that lead to a high school diploma and lower the risk of dropping out for students.	Instructional/Professional Learning/Support	Drop Out Prevention Meetings are routinely held to identify students at-risk for dropping out of high school and to target and plan for their success.	Increased Graduation Rate/Lower Drop-Out Rate	Principal, Counselor	No Funding
		Credit Recovery is used to help students that have fallen behind track on graduation requirements to “catch up” to similar age peers. Odysseyware is the digital curriculum used,	Increased Graduation Rate	Principal, Counselor	\$10,000 ESS
		Conferencing – Students that are identified as “at-risk” meet at various times throughout the year for conferencing to discuss academic progress, behavior, and attendance.	Increased Graduation Rate	Principals, Counselors	No Funding
Objective 2: Russell County High School will employ personalized learning	Instructional	Laker Success Academy is used to offer creative and alternate schedules for students with specific barriers. Students are able to utilize digital curriculum (Odysseyware) and participate in self-paced learning.	Increased Graduation Rate	Principal, LSA Staff, DPP, Counselor	\$5,000

Goal 3: Russell County High School will score at a level of 90.4 on the measure of Graduation Rate by 2020.					
strategies to meet the needs of each student.		Virtual coursework (Odysseyware) is available for students that have life situations that prevent them from being in regular attendance at school.	Increased Graduation Rate	Principal, DPP, Counselor	\$5,000 ESS
		Summer school opportunities are provided for students to help those that have fallen behind on credits to help them get back on track to graduate on time.	Increased Graduation Rate	Principal, District ESS Coordinator, School ESS Coordinator	
	Support	Additional desktops and laptops were purchased for the Laker Success Academy to meet the increased need of the students serviced through this program.	Increased Graduation Rate	Principal, LSA Staff, Director of Federal Programs	\$1880 Title V

4: Transition readiness

State your **Transition readiness** Goal

Goal 4: Russell County High School will increase its score on transition readiness to 78% of all seniors being academic and/or career ready by 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>

Goal 4: Russell County High School will increase its score on transition readiness to 78% of all seniors being academic and/or career ready by 2020.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Russell County High School will increase the percentage of students that are academic and/or career ready to 74%.	Instructional	Mastery Prep ACT Boot Camp is held to help increase the number of students reaching ACT benchmark scores.	Increased number of students reading Academic Ready status by ACT scores	Principal, Instructional Coach, Counselor	\$7,100 ESS
		Multiple Dual Credit Offerings both in-person and online available for students from six different institutions. Students taking two or more and making a B or better in both can earn Academic Ready status.	Student Transcripts	Teachers, Counselors	No Funding
		Multiple AP offerings are available for students to take assessments for college credit. Students scoring a “3” or higher	Student Transcripts	Teachers	No Funding
	Instructional	Industry certificate opportunities are available for students in seven different program areas to earn career ready status.	Academic and Career Ready Chart	Teachers	No Funding
		KOSSA prep reviews, Work Ethics Seal Program, and Career Prep Thursdays are all activities that help to increase students reaching career readiness status.	Sign-Ins	Teachers, CCR Counselor	No Funding
		Dual Credit Opportunities available for students in specific courses at the area technology center.	Transcripts	Counselor	No Funding
	Instructional	ASVAB in class practice implemented for students pursuing military readiness.	Lesson Plans	NJROTC Instructor	No Funding
	Professional Learning	CTE teachers, along with the Instructional Supervisor attend the summer conference where they receive valuable information regarding career pathway changes, which helps them plan their curricular coursework at the school level. This conference also provides insight about KOSSA assessments, accountability, industry certifications, and articulated course credit.	Sign Ins from Conference	Instructional Supervisor, Principal, CTE Teachers	\$3,200 Title II