

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

<p>Goal 1: SES will increase overall proficiency in reading to 65% and in math to 62.5% by the year 2020.</p>					
<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: SES will increase proficiency in reading from 44% to 51%.	KCWP 3: Design and Deliver Assessment Literacy	Teachers will create learning targets that are clear, focused, and standards based. The targets will follow the what/why/how format: What am I learning? Why I am learning it? How will I know if I mastered it? This will ensure clear expectations for all students.	Walk-thru observations Student self-assessment		N/A
		Teachers will create assessments that match the rigor of the standard and evaluate the level of student learning appropriately.	Grade level/Content PLC's Instructional Coach Collaboration		N/A
	KCWP 4: Review, Analyze and Apply Data	Teachers met with every student one on one to go over their assessment results and set goals for upcoming assesments. (KPREP, EasyCBM, Star)	Assessment Results		N/A
		Student assesments will be graphed and displayed in their grade level hallway and/or classrooms. Students will have ownership in knowing where they are academically in connection with proficiency.	Assessment Results Assessment Graphs		N/A
	KCWP 5: Design, Align and Deliver Support	Teachers will provide more one-on-one skill checks and differentiate assignments/ homework based upon student's level and need. We have made scheduling changes that allow our highly experienced teachers the opportunity to work with all student populations. SES will continue to use RTI to provide intervention for the bottom 25% of students.	Assessment Results Student Growth		
		Our school will set aside time for faculty and staff to CSIP plan and measure progress toward attaining goals.	Sign In sheets PLCS		

Goal 1: SES will increase overall proficiency in reading to 65% and in math to 62.5% by the year 2020.					
	KCWP 2: Design and Deliver Instruction	Salem will implement an additional classroom called a Title 2 Reduction classroom so that large class sizes can be reduced and student achievement can be increased.	Additional Classroom		45,000 Title 2
Objective 2: SES will increase proficiency in math from 42% to 49%.	KCWP 3: Design and Deliver Assessment Literacy	Teachers will create learning targets that are clear, focused, and standards based. The targets will follow the what/why/how format: What am I learning? Why I am learning it? How will I know if I mastered it? This will ensure clear expectations for all students.	Walk-thru observations Student self-assessment		
		Teachers will create assessments that match the rigor of the standard and evaluate the level of student learning appropriately.	Grade level/Content PLC's Instructional Coach Collaboration		
	KCWP 4: Review, Analyze and Apply Data	Teachers met with every student one on one to go over their assessment results and set goals for upcoming assessments. (KPREP, EasyCBM, Star	Assessment Results		
		Student assessments will be graphed and displayed in their grade level hallway and/or classrooms. Students will have ownership in knowing where they are academically in connection with proficiency	Assessment Results Assessment Graphs		
	KCWP 5: Design, Align and Deliver Support	Teachers will provide more one-on-one skill checks and differentiate assignments/ homework based upon student's level and need. Teachers will also collaborate with interventionists (Jennifer Clements) to set up math centers and integrate rigorous assessments. We have made scheduling changes that allow our highly experienced teachers the opportunity to work with all student populations. SES will continue to use RTI to provide intervention for the bottom 25% of students	Assessment Results Student Growth		
		Our school will set aside time for faculty and staff to CSIP plan and measure progress toward attaining goals by grade level, content level, and school wide groups.	Sign In sheets PLCS		
	KCWP 2: Design and Deliver Instruction	Salem will implement an additional classroom called a Title 2 Reduction classroom so that large class sizes can be reduced and student achievement can be increased.	Additional Classroom		45,000 Title 2

2: Gap
State your **Gap** Goal

Goal 2: SES will increase the overall GAP in reading to 44.4% and 36.6% in math by the year 2020.

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
Objective 1: SES will increase GAP in reading from 0% to 14%.	KCWP 2: Design and Deliver Instruction	Teachers will ensure congruency is present between standards, learning targets, and assessment measures, construct student-friendly learning targets and teachers will ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap.	PLCS Student Performance Walk- thru		
	KCWP 3: Design and Deliver Assessment Literacy	Salem will implement an additional classroom called a Title 2 Reduction classroom so that large class sizes can be reduced and student achievement can be increased.			
	KCWP 5 : Design, Align, and Deliver Support	Teachers will develop a progress monitoring system to monitor standards mastery for each student. Teachers will also develop a checklist for students to self-assess their progress and mastery of each standard. Teachers will create intentional opportunities for students to receive and offer effective feedback during learning through whole group instruction, small group instruction, and individual instruction. Teachers will ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc.	Grade level/Content PLC's Instructional Coach Collaboration Student self -assessment		

Goal 2: SES will increase the overall GAP in reading to 44.4% and 36.6% in math by the year 2020.					
		Teachers will provide more one-on-one skill checks and differentiate assignments/ homework based upon student's level and need. Teachers will also collaborate with interventionists (Jennifer Clements) to set up math centers and integrate rigorous assessments. We have made scheduling changes that allow our highly experienced teachers the opportunity to work with all student populations. SES will continue to use RTI to provide intervention for the bottom 25% of students. Our school will also set aside time for faculty and staff to CSIP plan and measure progress toward attaining goals by grade level, content level, and school wide groups.	Grade level/Content PLC's Instructional Coach Collaboration Walk- thru		21,919.59 ESS/Waiver
Objective 2: SES will increase GAP in math from 14% to 27%.	KCWP 2: Design and Deliver Instruction	Teachers will ensure congruency is present between standards, learning targets, and assessment measures, construct student-friendly learning targets and teachers will ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap			
	KCWP 3: Design and Deliver Assessment Literacy	Salem will implement an additional classroom called a Title 2 Reduction classroom so that large class sizes can be reduced and student achievement can be increased.	Additional Classroom		45,000 Title 2
	KCWP 5 : Design, Align, and Deliver Support	Teachers will develop a progress monitoring system to monitor standards mastery for each student. Teachers will also develop a checklist for students to self-assess their progress and mastery of each standard. Teachers will create intentional opportunities for students to receive and offer effective feedback during learning through whole group instruction, small group instruction, and individual instruction. Teachers will ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc.			

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:

<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:					
Objective 2:					

4: Growth
 State your **Growth** Goal

Goal 4:
 SES will increase the number of students in grades 3-5 performing at the 50th percentile in reading and math as measured by EasyCBM.

<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: SES will increase the students in grade 3-5 performing at the 50th percentile in reading from 48% to 60%.</p>	<p>KCWP 5: Design, Align and Deliver Support</p>	<p>Teachers will ensure proper data collection efforts are implemented in Running Record documentation (ELA – fluency, comprehension, articulation.) All students in grades 3-5 are reading with daily in a fluency pack as well given individualized homework on their reading level to support fluency.</p>	<p>Fluency Check Running Record</p>		<p>0</p>
		<p>Students will receive RTI and RTA intervention services according to tier placement in reading. Identified students will participate in intervention services such as LLI, Earobics, FCRR, Road to the Code, Sing Spell Read & Write, Road to Reading, etc</p>	<p>Fluency Check Running Record RTI/RTA Accountability Checks Individual Student Performance Folders</p>		<p>50,000 RTA Grant 21,919.59 ESS/Waiver</p>
	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc. All students identify and chart their as is performance on benchmarking assessments. Each student’s as is state is shared with teachers and parents through teacher charts, data analysis, and informative letters detailing each student’s results.</p>	<p>EasyCBM assessments Student Graphs TELL Survey Parent Letters</p>		<p>0</p>

<p>Goal 4: SES will increase the number of students in grades 3-5 performing at the 50th percentile in reading and math as measured by EasyCBM.</p>					
<p>Objective 2: SES will increase the students in grade 3-5 performing at the 50th percentile in math from 36% to 60%.</p>	<p>KCWP 5: Design, Align and Deliver Support</p>	<p>Teachers will ensure proper data collection efforts are implemented in Running Record documentation (Math - numeracy) All students in grades 3-5 participate in skill focused centers and an interventionist checks math fluency for each child.</p>	<p>Fluency Check Running Record Math Center Activities</p>		<p>0</p>
	<p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Students will receive RTI math intervention services according to tier placement in math. Identified students will participate in intervention services such Number Worlds, Galaxy Education, Add+vantage, etc.</p>	<p>Fluency Check Running Record Individual Student Performance Folders</p>		<p>0</p>
		<p>Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc. All students identify and chart their as is performance on benchmarking assessments. Each student's as is state is shared with teachers and parents through teacher charts, data analysis, and informative letters detailing each student's results.</p>	<p>EasyCBM assessments Student Graphs TELL Survey Parent Letters</p>		<p>0</p>

5: Transition readiness

State your **Transition readiness** Goal

<p>Goal 5: SES will work to increase our Kindergarten readiness to reach the state delivery target of 71 by the end of the academic school year 2019.</p>		
<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 	<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>

<p>Goal 5: SES will work to increase our Kindergarten readiness to reach the state delivery target of 71 by the end of the academic school year 2019.</p>					
		<ul style="list-style-type: none"> • 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
Objective 1: SES will increase Kindergarten readiness results on the Brigance screener demonstrating more students are qualified as “ready”.	KCWP 2: Design and Deliver Instruction KCWP 4: Review, Analyze and Apply Data	Pre-school teachers will meet with the Director of Pre-school and other preschool teachers from the district in PLC meetings that will provide resources and training needed to reduce barriers/gaps for at risk preschool age students.	PLC’s agenda/sign-ing		0
		Kindergarten teachers will attend PLC meetings scheduled by the District Curriculum Coach to assist in monitoring the implementation of common assessments, revise standards based report cards, and make any changes to curriculum as needed district wide.			0
	KCWP 5: Design, Align and Deliver Support	Students will receive intervention services according to tier placement in reading. Identified students will participate in intervention services such as Earobics, FCRR, Road to the Code, Sing Spell Read & Write, Road to Reading, etc	Benchmark Assessment Results		21,919.59 ESS/Waiver
Objective 2: SES will provide opportunities for families (parents) to learn about transition readiness for Kindergarten.	KCWP 6: Establishing Learning Culture and Environment	SES will provide a Kindergarten camp in the summer in which families of kindergarten students will participate in kindergarten readiness activities and leave with a pack to complete over the summer.	Attendance in K camp Completion of readiness packet		Family Resource Center
		SES will offer a Wee-School program monthly to any child(ren) who are getting ready to enter pre-school/kindergarten. During this program the child(ren) can be accompanied by an adult to participate in hands-on readiness activities as well as begin learning school procedures.	Attendance in Wee School Participation in readiness activities		Family Resource Center
		SES in partnership with Family Resource Center will host Born Learning Nights that allows parents to come and interact with a community liaison, participate in lessons, and receive materials that will aid them in transitioning their child(ren).	Attendance at Born Learning		Family Resource Center

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:					
<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:					
Objective 2:					