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 <mark>Proficiency</mark> **Goal**

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Goal 1:
Increase the average combined reading and math rating for all students in the non-duplicated gap group to 85 in 2021.
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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
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

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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
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

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<td>
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.

District Leadership Team
School Principals and Teachers
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Teacher training KCWP 2,5	Monthly District PLCs are held to bring together common teachers and grades. Talking points are developed and led by teacher leaders. This is for reading, writing, math and science for grades K-8.	Teacher Attendance Common assessment data MAP success Curriculum documents	Monthly, each 6 weeks for common assessments	
		Spiraling flashback questions have been developed for each content that intentionally review power standards that must be mastered.	Common assessment data MAP data success	monthly	$0 needed
	Data Analysis KCWP 4	Intentional RTI grouping is developed through multiple data points. All hands are on deck for intervention allowing for small group instruction.	RTI formative assessment data	weekly	$0 needed
		All data points are reviewed though a PLC process that identifies all novice, apprentice kids and/or failing students in a clear, visible data board at each school.	Success rate Increase of Proficient/distinguished students	Weekly PLC process	
	RTI KCWP 2,3,5,6	Multiple teachers in various grades were trained through PIMSER and KVEC on differing skills related to teaching mathematics such as fractions, etc.	Walk through data	Weekly	$0 needed
Objective 2:	Teacher Training KCWP 2,5	All schools will participate in Novice Reduction training by KDE.	Decrease of Novice numbers by school	Weekly PLC data points	$0 needed

Goal 1:					
Increase the average combined reading and math rating for all students in the non-duplicated gap group to 85 in 2021.					
All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.		Priority schools will also receive an academic audit using the ELEOT by KDE.	Walk through data	December- May	$0 needed
	Data Analysis KCWP 4	All data points are reviewed though a PLC process that identifies all novice, apprentice kids and/or failing students in a clear, visible data board at each school.	Increase rate of proficient/distinguished students	Weekly PLC data	$0 needed
	RTI KCWP 2,3,5,6				$

2: Gap
State your <mark>Gap</mark> **Goal**

Goal 2:					
Increase the average combined reading and math rating for all students in disability with IEP to 15.8 in 2021.					
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. SPED director District Leadership Team	
Objective	Strategy	Activities to deploy strategy		Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:	Teacher training and Data Analysis			Increase of proficient students in GAP groups	Monthly DRT meetings	$0 needed

Goal 2: **Increase the average combined reading and math rating for all students in disability with IEP to 15.8 in 2021.**					
All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	KCWP 2,4	Priority areas have been identified to receive additional training and walk through. DRT process includes identifying students in GAP groups not meeting proficiency throughout year.			
Objective 2: All students will demonstrate a proficiency on KPrep, MAP, exit criteria, and other data points.	Novice Reduction KCWP 2, 4	KDE will train each school on Novice Reduction strategies.	Walk throughs	Walk through data	$0 needed
		GAP toolkits from KASC have been purchased for each school.	Weekly PLC data analysis		

3: Graduation rate
State your <mark>Graduation rate</mark> **Goal**

Goal 3: **Maintain graduation rate of 99%.**		
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	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. Graduation June 2020 District Leadership Team Admin

Goal 3:					
Maintain graduation rate of 99%.					

		• 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: Improve graduation rate through an intense focus.	Mentors KCWP 6	Students at PCC are assigned mentors through Americorps. These mentors check grades, attendance, etc to ensure students are on track.	% of students passing or failing courses	PLC mtg notes	$0 needed
		PLC focus- teachers are responsible for stating who is on track or behind at each PLC.	PLC data board	PLC mtg notes	$0 needed
Objective 2: Improve graduation rate through an intense focus	Safety Nets KCWP 6	Students must complete several steps in order to drop out. This includes credit recovery classes, meeting with counselor and admin, as well as the DPP.	% of students passing or failinig	PLC mtg notes	$0 needed

5: Transition readiness

State your <mark>*Transition readiness*</mark> **Goal**

Goal 5:		
Perry Central will increase students graduating college and/or career ready from 71.3 to 83%.		
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	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	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.

Goal 5:
Perry Central will increase students graduating college and/or career ready from 71.3 to 83%.

• 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	• 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
Objective 1: Increase transition readiness	Data analysis Hand scheduling Block acceleration KCWP 2,6	Hand scheduling of each student is priority. Correct pathway placement is mandatory based on transcript review.	Transcript review	Beginning, middle, and end of year review	$0 needed
		Students are place in appropriate classes based on courses needed and scores.	RTI placement and success	Weekly PLC mtgs	$0 needed
Objective 2: Increase transition readiness	Data analysis Hand scheduling Block acceleration KCWP 2,6	Various certifications will be offered to students.	Master schedule	Admin mtgs	
		Mastery Prep and Torch Prep for ACT will be utilized.	Mastery Prep scores	Quarterly reports	

6: Other (optional)
State your <mark>Other</mark> **Goal** (optional)

Goal 6:
All system participants will have professional capacity to sustain continuous improvement.

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: All leaders will collaborate to improve student learning through our own professional learning to use only the best practices and high yield instructional strategies.	Admin training	All teachers will be trained in Novice Reduction strategies by KDE.	% of prof/distinguished students	PLC	$0 needed
	Admin PLC process Data analysis	All teachers will follow a clear PLC process to track novice/apprentice students and provide intervention support.	PLC minutes	ongoing	$0 needed
	KCWP 2,4,5	Priority areas have been identified for each school including GAP concerns.	% of prof/distinguished students	ongoing	$0 needed
Objective 2:					