

## 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: All students at MCIS will perform at the Proficient/Distinguished levels in Reading and Math.   |  |   |   |   |         |
|---|--|---|---|---|---------|
| Which <b>Strategy</b> 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 <b>Activities</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> |  | <ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> |   |   |         |
| Objective   | Strategy                               | Activities to deploy strategy   | Measure of Success                      | Progress Monitoring Date & Notes  | Funding |
| Objective 1:<br>MCIS will increase the percentage of students scoring Proficient/Distinguished in reading from 61.9% to 64%   | Design and Deliver Assessment Literacy | MCIS will select & train an additional CASL team. This team will assist with training staff and creating a implementation plan.   | The combined P/D percent will increase. |   | n/a     |
|   |  | We will hold monthly faculty meetings with a focus on CASL strategies and implementation.   | The combined P/D percent will increase  |   | n/a     |
|   | Review, Analyze and Apply Data         | Teachers and school administration will work together in Professional Learning Communities to develop common assessments as well as analyze student work and assessment results.  | The combined P/D percent will increase  |   | n/a     |
|   |  | MCIS staff will participate in two data retreats for school leadership teams to analyze current data (MAP, KPREP) and develop intervention plans.   | The combined P/D percent will increase  |   | n/a     |
|   | Design and Deploy Standards            | All teachers will meet in grade-level/content area Professional Learning Communities to deconstruct standards, create learning targets, create curriculum maps, and share instructional strategies.   | The combined P/D percent will increase  |   | n/a     |
|   |  | MCIS will analyze and review student work samples to ensure student learning is taking place at the depth of the standards.   | The combined P/D percent will increase  |   | n/a     |
| Objective 2:<br>MCIS will increase the percentage of students scoring   | Design, Align, and Deliver Support     | MCIS will conduct targeted instructional rounds focused on differentiated instruction in our mathematics classrooms.  | The combined P/D percent will increase  |   | n/a     |
|   |  | Administration and teachers will conduct visits to high performing schools of various levels.   | The combined P/D percent will increase  |   | n/a     |

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|---|--------------------------------|--|--|--|-----|
| Goal 1: All students at MCIS will perform at the Proficient/Distinguished levels in Reading and Math. |                                |  |  |  |     |
| Proficient/Distinguished in math from 59.8% to 62%  | Design and Deliver Instruction | Teachers will participate in ongoing, job-embedded professional development to increase teachers' knowledge of content standards. PD opportunities could include student engagement, technology integration, guided reading, guided math, and student self-reflection. | The combined P/D percent will increase |  | n/a |
|   |                                | All teachers will meet in grade-level/content area Professional Learning Communities to deconstruct standards, create learning targets, create curriculum maps, and share instructional strategies.  | The combined P/D percent will increase |  | n/a |
|   |                                |  |  |  |     |
|   |                                |  |  |  |     |

**2: Gap**

State your **Gap Goal**

|   |  |  |  |  |  |
|---|--|--|--|--|--|
| Goal 2: MCIS will increase the combined percentage of students scoring Proficient/Distinguished in Reading and Math for students in the non-duplicated gap group. |  |  |  |  |  |
|---|--|--|--|--|--|

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|---|---|---|
| Which <b>Strategy</b> 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 <b>Activities</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> | <ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> |   |

|           |          |                               |                    |                                  |         |
|-----------|----------|-------------------------------|--------------------|----------------------------------|---------|
| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|-----------|----------|-------------------------------|--------------------|----------------------------------|---------|

|  |                                |  |  |  |     |
|--|--------------------------------|--|--|--|-----|
| Goal 2: MCIS will increase the combined percentage of students scoring Proficient/Distinguished in Reading and Math for students in the non-duplicated gap group.      |                                |  |  |  |     |
| Objective 1:<br>MCIS will increase the combined percentage of students scoring Proficient/Distinguished in Reading in the non-duplicated gap group from 54.6% to 56.6% | Review, Analyze and Apply Data | Teachers and school administration will work together in Professional Learning Communities to develop common assessments as well as analyze student work and assessment results.   | The combined P/D percent will increase |  | n/a |
|  |                                | MCIS staff will participate in two data retreats for school leadership teams to analyze current data (MAP, KPREP) and develop intervention plans.  | The combined P/D percent will increase |  | n/a |
|  |                                | MCIS staff will create individual learning paths for students based on KPREP, MAP, Unit Assessments, and classroom performance.  | The combined P/D percent will increase |  | n/a |
| Objective 2:<br>MCIS will increase the combined percentage of students scoring Proficient/Distinguished in Math in the non-duplicated gap group from 50.7% to 52.7%    | Design and Deliver Instruction | Teachers will participate in ongoing, job-embedded professional development to increase teachers' knowledge of content standards. PD opportunities could include student engagement, technology integration, guided reading, guided math, and student self-reflection. | The combined P/D percent will increase |  | n/a |
|  |                                | All teachers will meet in grade-level/content area Professional Learning Communities to deconstruct standards, create learning targets, create curriculum maps, and share instructional strategies.(backwards planning)  | The combined P/D percent will increase |  | n/a |
|  |                                |  |  |  |     |

### 3: Graduation rate

State your **Graduation rate** Goal

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| Goal 3:  |  |  |
| <p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> | <p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> </ul> | <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 3:      |          |  |                    |                                  |         |
|--------------|----------|--|--------------------|----------------------------------|---------|
|              |          | <ul style="list-style-type: none"> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> |                    |                                  |         |
| Objective    | Strategy | Activities to deploy strategy  | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: |          |  |                    |                                  |         |
|              |          |  |                    |                                  |         |
|              |          |  |                    |                                  |         |
| Objective 2: |          |  |                    |                                  |         |
|              |          |  |                    |                                  |         |
|              |          |  |                    |                                  |         |

#### 4: Growth

State your **Growth** Goal

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| Goal 4: MCIS will ensure a year's worth of growth for every student in Reading and Math.   |  |  |
| <p>Which <b>Strategy</b> 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"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> </ul> | <p>Which <b>Activities</b> 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"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> </ul> | <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: MCIS will ensure a year's worth of growth for every student in Reading and Math.

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|--|--|--|
| <ul style="list-style-type: none"> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> | <ul style="list-style-type: none"> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> |  |
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| Objective  | Strategy                                      | Activities to deploy strategy  | Measure of Success                  | Progress Monitoring Date & Notes | Funding |
|--|---|--|-------------------------------------|----------------------------------|---------|
| Objective 1:<br><i>Using MAP Data the percent of students in reading scoring below the 50<sup>th</sup> percentile will decrease by 50%.</i>    | Review, Analyze and Apply Data                | <b>Create a watch list of at risk students (students scoring below the 50<sup>th</sup> percentile) by school, learning community, and content.</b> | RTI, RIT Reports, Intervention Data |                                  | n/a     |
|  |   | <b>Track Student Growth &amp; Progress</b>   | RTI, RIT Reports, Intervention Data |                                  | n/a     |
|  |   | <b>Next Steps: Provide intentional individualized instruction to students in deficit areas through direct instruction (SKILLS TIME)</b>            | RTI, RIT Reports, Intervention Data |                                  | n/a     |
| Objective 2:<br><i>Using MAP Data 100% of students in reading will score at the same %ile or higher on the Fall and Spring MAP Assessment.</i> | Establishing Learning Culture and Environment | <b>Create a watch list of at risk students (students scoring below the 50<sup>th</sup> percentile) by school, learning community, and content.</b> | RTI, RIT Reports, Intervention Data |                                  | n/a     |
|  |   | <b>Track Student Growth &amp; Progress</b>   | RTI, RIT Reports, Intervention Data |                                  | n/a     |
|  |   | <b>Next Steps: Provide intentional individualized instruction to students in deficit areas through direct instruction (SKILLS TIME)</b>            | RTI, RIT Reports, Intervention Data |                                  | n/a     |

## 5: Transition readiness

State your **Transition readiness** Goal

Goal 5: MCIS will ensure transition readiness for all students by providing training to schools on implementation and monitoring.

|   |   |   |
|---|---|---|
| Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed)</i> | Which <b>Activities</b> 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. |
|---|---|---|

Goal 5: MCIS will ensure transition readiness for all students by providing training to schools on implementation and monitoring.

|  |   |  |
|--|---|--|
| <p><i>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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> | <ul style="list-style-type: none"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> |  |
|--|---|--|

| Objective  | Strategy                                      | Activities to deploy strategy  | Measure of Success  | Progress Monitoring Date & Notes | Funding |
|--|---|--|---|----------------------------------|---------|
| Objective 1:<br>MCIS will ensure transition readiness for all 6 <sup>th</sup> grade students transitioning to middle school. | Establishing Learning Culture and Environment | Creation and development of Individual Learning Plans(ILPs)                                      | High levels of student success academically (MAP/KPREP) and behaviorally. |                                  | n/a     |
|  |   | Transition Meetings for special education students in order to review IEP's and classroom needs. | High levels of student success academically (MAP/KPREP) and behaviorally. |                                  | n/a     |
|  |   | Transition visits for all 6 <sup>th</sup> grade students to middle school.                       | High levels of student success academically (MAP/KPREP) and behaviorally. |                                  | n/a     |

**6: Other (optional)**

State your **Other** Goal (optional)

Goal 6:

|  |  |  |
|--|--|--|
| <p>Which <b>Strategy</b> 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"> <li>• <a href="#">KCWP 1: Design and Deploy Standards</a></li> <li>• <a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li>• <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li>• <a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li>• <a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li>• <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul> | <p>Which <b>Activities</b> 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"> <li>• <a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul> | <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: |          |                               |                    |                                  |         |
|              |          |                               |                    |                                  |         |
|              |          |                               |                    |                                  |         |