

## 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: Mapleton students will perform at the Proficient/Distinguished levels 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> <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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><b>Objectives 1 &amp; 2:</b></p> <ul style="list-style-type: none"> <li>➤ By September 2018, 63% of Mapleton students will score P/D in reading as measured by the state assessment. (currently 59% score P/D)</li> <li>➤ By September 2018, 56% of Mapleton students will score P/D in math as measured by the state assessment. (currently 52.4% score P/D)</li> </ul>	<a href="#">KCWP 1: Design and Deploy Standards</a>	Continue outlining common unit plans, assessments, and resources that align with KCAS.	Unit Assessments posted on Google site.	Quarterly	2000 PD Funds and Title I
	<a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Continue to implement Standards Based Grading to identify specific standards of mastery and those of focus.	Unit Assessments posted on Google site.	Quarterly	\$0
	<a href="#">KCWP 4: Review, Analyze and Apply Data</a>	Continue to implement student data notebooks that outline student ownership of goal setting and regular monitoring.	Student Data Notebooks shared with students and parents.	Quarterly	\$0
		Pilot Mastery Connect program for scoring assessments, organizing data for analysis, and connecting the assessments to reports for students/parents.	Reflection completed during and after pilot to measure results and impact.	January 15, 2018 and monthly until June 1, 2018	\$2000 (Title I, SBDM, & PD)
		Continue Teacher Data Notebooks to collect classroom and student growth information and participate in regular team data discussions using school/grade level progress charts.	Organized method for discussing growth of students	Quarterly	\$0
	<a href="#">KCWP 2: Design and Deliver Instruction</a>	Implement student self-reflection strategies to ensure students clearly understand the performance expectation and progress toward meeting standard(s).	Strategies stored on Google site	Quarterly	\$0

Goal 1: Mapleton students will perform at the Proficient/Distinguished levels in reading and math.					
		Continue to implement engagement strategies to ensure students are actively engaged with their learning.	Strategies stored on Google site	Quarterly	\$0
	<a href="#">KCWP 4: Review, Analyze and Apply Data</a> <a href="#">KCWP 5: Design, Align and Deliver Support</a> <a href="#">KCWP 2: Design and Deliver Instruction</a>	Continue to research and implement CASL strategies to improve instruction. (school/district teams)	Strategies observed in admin visits	Quarterly	\$1000 PD Funds and Title I
	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Continue completing school visits to observe effective literacy and math initiatives to continue growth of ideas.	Reflection from visits	Quarterly	\$2,000 PD & SBDM
		Outline effective reading and math technology software programs to purchase and a PD plan for implementing the software consistently.	Consistent plan for school	Quarterly	\$600 – PD and Title I
		Outline expectations for implementation and use of technology software and provide training to ensure consistency with implementation.	Consistent expectations for implementation	Quarterly	\$0
		Implement summer reading program (K-3 take home books, goal set, and recognition ceremony) to encourage yearlong reading while not in school.	Continued growth for students in reading and reduce the chance of the summer backslide	Quarterly	\$3,500 Title I & District funds
		Continue the summer reading support program for primary students.	Continued growth for students in reading and reduce the chance of the summer backslide	Quarterly	\$2,000 ESS
<b>Objective 1:</b> By September 2018, 63% of Mapleton students will score P/D in reading as measured by the state assessment. (currently 59% score P/D)	<a href="#">KCWP 2: Design and Deliver Instruction</a> <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Continue to implement the “Jan Plan” and strategies from her research for guided reading instruction and expand strategies to upper grades.	Effective small group reading strategies consistent among teachers	Quarterly	\$1000 PD & Title I
	<a href="#">KCWP 2: Design and Deliver Instruction</a> <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Investigate the purchasing of the Jan Plan literacy cards to provide consistency with guided reading instruction.	Support resources for effective small group instruction	Quarterly	\$4,000 SBDM, Title I, ESS, & PD,
	<a href="#">KCWP 2: Design and Deliver Instruction</a> <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Investigate the possibility of purchasing Benchmark to Literacy resource to consistently measure growth of students	Consistent data tracking and progress monitoring	Quarterly	\$0
		Investigate a writing trainer to provide additional writing training to staff.	Effective writing strategies implemented	Quarterly	\$0
		Review current writing timeline and outline a writing timeline for the following school year.	Consistency with writing expectations	Quarterly	\$0

Goal 1: Mapleton students will perform at the Proficient/Distinguished levels in reading and math.					
		Investigate the Lucy Calkins resources and visit schools fully implementing them.	Resources to support writing	Quarterly	\$0
<b>Objective 2:</b> By September 2018, 56% of Mapleton students will score P/D in math as measured by the state assessment. (currently 52.4% score P/D)	<a href="#">KCWP 2: Design and Deliver Instruction</a> <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Investigate the possibility of hiring a part or full time math interventionist to lead the RTI math support for staff.	Support for math intervention students and support for teachers on effective strategies and resources	Quarterly	\$25,000 - \$50,000 (Title I, ESS, SBDM)
		Investigate progress monitoring tool to consistently measure growth of students needing RTI supports.	Consistent tracking of math growth – weekly/monthly	Quarterly	\$0
<b>Objective 3:</b> Implement yearly plan to connect community/families to academic growth.	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Outline volunteers assigned to teachers to regularly assist students with reading and/or math.	Growth of reading and math scores – students	Quarterly	\$0
	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Host a Family Dinner, Health Fair, and Student Led Conference Night in fall and spring.	Families supporting growth of academic skills and connecting to school	Quarterly	FRYSC 2000

## 2: Gap

State your **Gap Goal**

<p>Goal 2: Mapleton students will increase the combined percentage of students scoring Proficient/Distinguished in reading and math for students in the non-duplicated gap group.</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By September 2018, students in the non-duplicated gap group will increase their percent of students scoring P/D in reading from 50.3% to 56% in reading and from 43.6% to 46% in math as measured by the state assessment.</p>	<p><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a> <a href="#">KCWP 4: Review, Analyze and Apply Data</a></p>	Report names of Gap students to the classroom teacher servicing them.	Clear identification of focus students	Quarterly	\$0
		Track assessment results of the gap group and the gap subpopulations (unit assessments, MAP/Universal Screeners, ...)	Regular and consistent monitoring	Quarterly	\$0
		Outline strategies as a PLC team for students not performing P/D and strategies for subpopulation groups if the group is not performing according to the established school goal.	Growth of GAP students	Quarterly	\$0
	<a href="#">KCWP 2: Design and Deliver Instruction</a> <a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>	Continue implementation of CCI model for collaboration. Visit schools implementing the model to outline additional ideas.	Reflection of visit	Quarterly	\$500 PD

### 3: Growth

#### State your **Growth Goal**

<p>Goal 3: Mapleton will ensure a year's worth of growth for every student in reading and math.</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By June 2018, Mapleton students will ensure 1 years' worth of growth for every student and 1+ years' worth of growth for students below 35%tile in reading and math as measured by MAP assessment results.</p>	<p><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a> <a href="#">KCWP 4: Review, Analyze and Apply Data</a></p>	<p>Progress will be tracked for all students using MAP (universal screener) and progress reported to students and parents/guardian at beginning, middle, and end of year.</p>	<p>Growth tracking for review</p>	<p>Quarterly</p>	<p>District funding</p>
		<p>Growth of individual students will be analyzed on unit assessments &amp; universal screeners and students not making growth will have interventions outlined for them (in class (RTI) and/or pull out interventions, volunteer support, technology, ....)</p>	<p>Students growth score noted and revised strategies for those without a positive growth</p>	<p>Quarterly</p>	<p>\$0</p>
		<p>Progress for identified students will be tracked consistently among teachers and reviewed monthly at SAT meetings with intervention adjustments made if necessary.</p>	<p>Consistency with monitoring</p>	<p>Quarterly</p>	<p>\$0</p>

#### 4: Transition readiness

State your **Transition readiness Goal**

<p>Goal 4: Mapleton will ensure transition readiness for all students by providing training to staff on implementation and monitoring.</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By September 2018, Mapleton will outline a transition ready plan and communicate it to all stakeholders.</p>	<p><a href="#">KCWP 5: Design, Align and Deliver Support</a>  <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></p>	<p>School administration team and staff will attend various preschool activities throughout the year to get familiar with the students and families entering the next year.</p>	<p>Connect new students to school</p>	<p>Quarterly</p>	<p>\$0</p>
		<p>Students entering Mapleton for kindergarten will be invited to attend a Jumpstart Kindergarten program in August.</p>	<p>Successful transition of students to kindergarten</p>	<p>Quarterly</p>	<p>\$2,500 (ESS, SBDM)</p>
		<p>Entering K students will complete the Brigance readiness assessment and other consistent readiness assessments to outline skills for focus and progress monitoring.</p>	<p>Identification of focus skills</p>	<p>Quarterly</p>	<p>\$0</p>
	<p><a href="#">KCWP 5: Design, Align and Deliver Support</a> <a href="#">KCWP 6: Establishing Learning Culture and Environment</a></p>	<p>Academic and behavioral expectations at each level will be outlined and communicated to students and parents in August and monitored throughout the year.</p>	<p>Consistent expectations clearly communicated</p>	<p>Quarterly</p>	<p>\$0</p>
	<p><a href="#">KCWP 5: Design, Align and Deliver Support</a></p>	<p>Investigate the implementation of a revised research based behavior/instructional strategies program (Teach Like A Champion, PBIS, . . .)</p>	<p>Consistent expectations</p>	<p>Quarterly</p>	<p>\$0</p>

Goal 4: Mapleton will ensure transition readiness for all students by providing training to staff on implementation and monitoring.					
	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>				

### 6: Other (optional)

State your **Other Goal** (optional)

Goal 6: Mapleton will increase the attendance rate for the school.					
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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> <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>		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> <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>		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.	
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Mapleton will meet or exceed the 94.7% attendance goal.	<a href="#">KCWP 5: Design, Align and Deliver Support</a>	Attendance goal will be communicated to all stakeholders.	Success toward goal	Quarterly	\$0
	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Classrooms will be recognized with daily perfect attendance using the classroom positive reward system.	Reward success charted by classroom	Quarterly	\$0

Goal 6:  
Mapleton will increase the attendance rate for the school.

		School attendance team will be identified to include (principal, counselor, attendance secretary, and FRYSC Coordinator) and will meet weekly to discuss attendance. (students of concern, review Contacts Completed, recognition/incentive strategies).	Monitoring of critical attendance issues	Quarterly	\$0
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