

## 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

Goal 1: Increase the averaged combined reading and math K-PREP scores for elementary and middle school students from 44% to 73% in 2019.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Demonstrate a proficiency to increase the average combined reading and math proficiency ratings for all students from 57.5% to 68% by 05/31/2018 as measured by K-PREP.	All teachers will ensure their instructional program is intentional and of the highest quality.	Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	STAR/KPREP		PD
		PLCs will be used to review curriculum/standards, alignment, assessments, strategies and data.	Lesson Plans, Observations, Walkthroughs		NA
		Teachers will teach the writing process and will fully develop writing pieces at least once a quarter. Student writing will be reviewed as a faculty at least once per quarter through on-demand prompts and writing fluency benchmarks. Writings will be displayed in the hallway.	Writing Benchmarks		NA
		Math lessons will include daily vocabulary instruction and fluency practice. Teachers will model vocabulary usage and will assess students on mastery.	Observations, walkthroughs		NA
		Effective questioning strategies that evoke higher order thinking will be practiced as a regular part of daily instruction.	Observations, walkthroughs		NA
	School leaders, including SBDM Council and committees, will monitor and evaluate the effectiveness systems for continuous improvement.	A variety of research-based strategies and programs will be implemented with small group instruction to provide individual interventions/enrichments at least 30 minutes daily in reading and math.	STAR and other progress monitoring data		SBDM-AmeriCorps
	School leaders, including SBDM Council and committees, will ensure that an environment for teaching and student learning is at an optimal level.	A formal and systematic approach is used in hiring all staff, including but not limited to the interview process consisting of teaching a real lesson with students when appropriate.	Observations, walkthroughs		NA
		Areas from the TELL survey will be discussed in PLCs and actions will be taken as determined by PLCs and SBDM.	Surveys and feedback		NA

## 2: Gap

**Goal 2: Increase the average combined reading and math proficiency ratings for all students in the nonduplicated gap group from 33% in 2012 to 72.5% in 2019.**

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the reading proficiency ratings for all students in the nonduplicated gap group from 65% to 69% by 2018 as measured by K-PREP.	Data will be reviewed and analyzed in order to determine priorities for individual student success.	Lexia Core 5 will be used for all students. Tier II & III students will receive interventions through this program as indicated on the district RTI plan. Students in Tier II or III will receive the supplementary lesson that Lexia prescribes.	Lexia Reports/STAR/KPREP		Instructional Resources
	Students will know that they will be supported in their learning environment where their individual needs will be met.	Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, etc., and that all non-cognitive data is analyzed and addressed as needed, such as attendance, behavior, retention and wellness.	Attendance and Behavior Reports, Gallup Survey and other non-cognitive data		NA
		Select students will participate in an Everyday Heroes mentoring program. Community members and middle school students will be recruited and scheduled to eat lunch with these students.	Behavior Reports and other data of selected students		NA
		Enable students to have a voice in the learning environment and academic support of the school. Leaders of the month will have lunch with the principal and have an opportunity to give feedback on various topics.	Student Voice Survey, Gallup data and other surveys		NA
Objective 2: Increase the math proficiency ratings for all students in the nonduplicated gap group from 50% to 66.4% by 2018 as measured by K-PREP.	Data will be reviewed and analyzed in order to determine priorities for individual student success.	All students will receive individualized instruction using Front Row, Moby Max, Math Facts in a Flash and Math Seeds. Data will be analyzed by teachers. Students not progressing in the program will receive supplementary one-on-one instruction using resources provided by the program or other resources as needed.	Program Reports/STAR/KPREP		Instructional Resources, SBDM and District Funds

### 3: Growth

**Goal 3: Reduce the number of novice students in reading and math from 16.2% in 2015 to less than 8.1% in 2020 as measured by state and local assessments.**

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Reduce the number of novice students from 15.2% in reading to 12.8% or less and from 9.2% in math to 8.8% or less as measured by K-PREP	Enable students to take ownership of their own learning.	A consolidated goals setting sheet will be placed in student agendas for all students. Classroom umbrella goals will be developed in conjunction with an overarching school-wide goal. Goals will also be used in everyday language as ALL staff members communicate with students. Goals shall be revisited throughout the year.	Student Growth Goals, CSIP Goals		General Fund
	Teachers will implement research-based strategies for instruction.	Teachers will receive professional learning in Marzano's 9 instructional strategies and include various forms of these strategies in the lesson plans.	Lesson Plans, Observations, Walkthroughs		NA
		Teachers will implement strategies to increase discussion between students.	Lesson Plans, Observations, Walkthroughs		NA

#### 4: Transition readiness

Goal 4: Increase the number of kindergarten ready students from 43% to 67.9% by September 2019 as measured by the BRIGANCE.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Increase the number of kindergarten ready students from 43% to 55% by September 2018 as measured by the BRIGANCE.	Provide support to ensure all students have the knowledge, skills and dispositions for future success.	Incoming kindergarten students will be screened in the spring and appropriate academic resources will be provided to families to encourage continued growth and preparation for kindergarten.	BRIGANCE/STAR		NA
		The North Star Academy will provide a kindergarten camp that allows students to experience every day kindergarten activities.	BRIGANCE/STAR		21 <sup>st</sup> Century
		FRYSC will partner with our school to offer Bornlearning Events and educational resources to parents of PK children, ages 0-5.	BRIGANCE/STAR		Toyota Bornlearning Grant