

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: By 2019, Twenhofel Middle School will increase the combined reading and math proficiency for all students from 62.1 in 2017 to 77.9 in 2019 as measured by the school report card proficiency data

<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: (Reading) By 2018, TMS will increase Reading Proficiency for all students from 61.8 in 2016 – 2017 to 74.9 by 2017 – 2018.</p>	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction 	<p>Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments</p>	<p>KPREP, MAP, Midpoint and Summative Assessments, RTI</p>	<p>RTI structured to address different levels</p>	
		<p>Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations</p>	<p>RTI, R180/M180, BRP's with consultants</p>	<p>Weekly PLC'S, Admin Meetings, School & Student Specific Data</p>	
	<ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data 	<p>Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.</p>			
		<p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.</p>			

Goal 1: By 2019, Twenhofel Middle School will increase the combined reading and math proficiency for all students from 62.1 in 2017 to 77.9 in 2019 as measured by the school report card proficiency data						
Objective 2: (Math) By 2018 TMS will increase Math Proficiency for all students from 62.3 in 2016-2017 to 72.1 by 2017-2018	<ul style="list-style-type: none"> KCWP 2: Design and Deliver Instruction 	Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments	KPREP, MAP, Midpoint and Summative Assessments, RTI	Weekly PLC'S, PD Sessions, School & Student Specific Data		
		Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations	KPREP, MAP Data, Midpoint & Summative Assessment, RTI	Weekly PLC'S, PD Sessions, School & Student Specific Data		
	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data 	Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	KPREP, MAP, Midpoint and Summative Assessment,			
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	KPREP, MAP, Midpoint and Summative Assessment,			

2: Gap

State your **Gap** Goal

Goal 2: By 2019, Twenhofel Middle School will increase the combined reading and math proficiency for non-duplicated gap students from 46.8 to 68.9 as measured by the school report card proficiency data.		
<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 	<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 	<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 2: By 2019, Twenhofel Middle School will increase the combined reading and math proficiency for non-duplicated gap students from 46.8 to 68.9 as measured by the school report card proficiency data.

- [KCWP 6: Establishing Learning Culture and Environment](#)

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: (Reading) By 2018, TMS will increase reading proficiency for the non-duplicated gap group from 45.7 in 2016-2017 to 64.9	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction • KCWP 4: Review, Analyze and Apply Data 	<ul style="list-style-type: none"> • Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments • Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations 	KPREP, MAP, Midpoint and Summative Assessment,	Grade Level PLC's, Special Ed PLC's Adopt A Bred, specific GAP students identified/Great Academic Performers	
		Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	KPREP, MAP Data, Midpoint & Summative Assessment	Math Boot Camp with consultants, Reading Boot camp, RTI	
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	KPREP, MAP Data, Midpoint & Summative Assessment	Grade Level PLC's, Special Ed PLC's Adopt A Bred, specific GAP students identified/Great Academic Performers	
Objective 2: (Math) By 2018 TMS will increase math proficiency for non-duplicated gap group from 47.8 in 2016-17 to 60 in 2017-2018	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction • KCWP 4: Review, Analyze 	<ul style="list-style-type: none"> • Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments • Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations 	KPREP, MAP, Midpoint and Summative Assessment	Weekly PLC'S, PD Sessions, School & Student Specific Data	

Goal 2: By 2019, Twenhofel Middle School will increase the combined reading and math proficiency for non-duplicated gap students from 46.8 to 68.9 as measured by the school report card proficiency data.

	and Apply Data			
		Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	KPREP, MAP, Midpoint and Summative Assessment, RTI	Weekly PLC'S, PD Sessions, School & Student Specific Data, Math Boot camp, reading boot camp, BRP's
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	KPREP, MAP, Midpoint and Summative Assessment, RTI	Weekly PLC'S, PD Sessions, RTI, Individual goal setting, Math Boot camp, reading boot camp, BRP's

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>

Goal 3:					
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: (Growth) By 2022, Twenhofel Middle School will increase the percentage of students showing growth in MAP for reading from 55 in spring 2017 to 77.5 and for middle school math From 58 in spring 2017 to 79.		
<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 	<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: (Growth) By 2022, Twenhofel Middle School will increase the percentage of students showing growth in MAP for reading from 55 in spring 2017 to 77.5 and for middle school math From 58 in spring 2017 to 79.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p style="text-align: center;"><u>Activities</u></p> <ul style="list-style-type: none"> • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 					
<p>Objective 1:(Reading) By 2108, TMS will increase percentage of students showing growth in Reading MAP from 55 in 2017 to 59.5 in 2018</p>	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction 	<ul style="list-style-type: none"> • Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments • Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations 	<p>KPREP, MAP, Midpoint and Summative Assessment, RTI</p>	<p>Weekly PLC'S, , School & Student Specific Data, RTI structured at address different level of students, Math & Reading boot camps</p>	
	<ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data 	<p>Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.</p>	<p>KPREP, MAP, Midpoint and Summative Assessment</p>	<p>Weekly PLC'S, , School & Student Specific Data, RTI structured at address different level of students, Math & Reading boot camps</p>	
		<p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.</p>	<p>KPREP, MAP, Midpoint and Summative Assessment</p>	<p>Weekly PLC'S, , School & Student Specific Data, RTI structured at address different level of students, Math & Reading boot camps</p>	
<p>Objective 2: (Math) By 2018, TMS will increase percentage of students showing growth in MAP from 58 in 2017 to 62.2 in 2018</p>	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction 	<ul style="list-style-type: none"> • Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments • Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations 	<p>KPREP, MAP, Midpoint and Summative Assessment</p>	<p>Weekly PLC'S, PD Sessions, School & Student Specific Data, Individual Student Meetings, MAP goal setting</p>	

Goal 4: (Growth) By 2022, Twenhofel Middle School will increase the percentage of students showing growth in MAP for reading from 55 in spring 2017 to 77.5 and for middle school math from 58 in spring 2017 to 79.

	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data 	<p>Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.</p>			
		<p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.</p>	<p>KPREP, MAP, Midpoint and Summative Assessment</p>	<p>Weekly PLC'S, PD Sessions, School & Student Specific Data, BRP's, MAP Goal setting</p>	

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: By 2022, TMS will increase the percentage of students transition ready in grade 8 from 39.86 in 2017 to 60.9 in 2022 as measured by proficient and distinguished in all areas of reading, math, social studies, and writing

<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 	<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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Goal 5:By 2022, TMS will increase the percentage of students transition ready in grade 8 from 39.86 in 2017 to 60.9 in 2022 as measured by proficient and distinguished in all areas of reading, math, social studies, and writing

		<u>Improvement Activities</u>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:By 2018, TMS will increase percentage of students transition ready in 8 th grade from 39.86 in 2017 to 45.8 in 2018	<ul style="list-style-type: none"> KCWP 2: Design and Deliver Instruction KCWP 4: Review, Analyze and Apply Data 	<ul style="list-style-type: none"> Ensure item analysis methods are occurring within PLCs to evaluate instructional effectiveness and determine if instructional adjustments are needed, and if so, what those adjustments Develop a protocol and monitoring/documentation tool for tiered intervention movement considerations 	KPREP, MAP, Midpoint and Summative Assessment data	Weekly PLC'S, PD Sessions, School & Student Specific Data, Adopt-A-Bred, School wide reading (TMS) Writing (TECC), Math (Rise)	
		Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	KPREP, MAP, Midpoint and Summative Assessments, RTI	Weekly PLC'S, PD Sessions, School & Student Specific Data, Blue Ribbon Prep Plans, School wide reading (TMS) Writing (TECC), Math (Rise)	
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	KPREP, MAP, Midpoint and Summative Assessment, RTI	Weekly PLC'S, PD Sessions, School & Student Specific Data, BRP Plans, Special Ed PLCs, School wide reading (TMS) Writing (TECC), Math (Rise)	
Objective 2:					

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>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					
Objective 2:					