

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: Spencer County Middle School will increase the average combined Proficient/ Distinguished Reading and Math K-PREP scores from 60.8% to 70% by 2020					
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> <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 		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> <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 		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: Demonstrate a proficiency by increasing the percentage of Proficient and Distinguished students to 75% in Reading and 65% in Math by May 2020. by 05/31/2019 as measured by K-PREP scores.	Reading Block - Students will receive instruction using research-based reading strategies for 30 minutes per day.	Students will be placed in classes for the Reading Block based on their MAP scores and receive 30 minutes per day of instruction and guided practice time for reading.	Academic Support Program	05/30/2020	No Funding Required
		Teachers will receive professional development in the use of research based instructional strategies for Reading and Math (i.e. Thinking Strategies).	Professional Learning	05/30/2020	Other \$2000
	Instructional Strategies - Spencer County Middle School will use specific strategies and structures in all areas of literacy (Reading, Writing and Math) through intentional planning, implementation and monitoring.	Teachers will use PLC and Team Meetings to plan the implementation of specific strategies and structures focused on all areas of literacy and math.	Academic Support Program	05/30/2020	No Funding Required
		The following instructional strategies/programs will be implemented: School-Wide Reading Program (Ready Common Core), Dynamic Model (Math), Reading Block, Writing Seminar, Vocabulary Workshop, Focus on 'Inference Skills' (Math, Science and Social Studies) and Win Learning.	Academic Support Program	05/30/2020	No Funding Required
		The instructional coach will provide coaching to teachers on the use of effective instructional strategies used in the Reading Block.	Academic Support Program	05/30/2020	No Funding Required
		Teachers will be provided opportunities to observe effective thinking strategies in other classrooms (non-evaluative) for personal growth and improvement.	Academic Support	05/30/2020	No Funding
Reading Curriculum - The staff of Spencer County Elementary will collaborate to monitor reading curricula initiatives through coaching, peer observation/modeling, data analysis and PLC discussions.					

Goal 1: Spencer County Middle School will increase the average combined Proficient/ Distinguished Reading and Math K-PREP scores from 60.8% to 70% by 2020					
Objective 2: Collaborate to provide for the individual academic needs of students by 05/30/2020 as measured by Impact and Implementation Checks conducted by the Principal and Instructional Coach.	Name and Claim - Spencer County Middle School will implement strategies/activities focused on setting individual student goals, monitoring academic progress and recognizing growth.	Student goals will be monitored regularly throughout the year, using grades, MAP data, attendance information, Good Faith Checklists etc...	Academic Support	05/30/2020	No Funding
		Student successes will be recognized and celebrated on a regular basis and at an annual Academic Rally to provide motivation for continued growth.	Academic Support	05/30/2020	No Funding
	Scheduling - Spencer County Middle School will use assessment data for scheduling students based on need.	Department members will work collaboratively to schedule students using data from MAP, K-PREP, RTI, IEPs, along with anecdotal information (Gifted/Talented roster, behavior information, etc.).	Academic Support	05/30/2020	No Funding
		Student schedules will be revised on an on-going basis, based on needs and intervention effectiveness in RTI.	Academic Support	05/30/2020	No Funding
	Intervention Resources - Spencer County Middle School will use data analysis to support effective interventions with available resources.	Spencer County will use data analysis to establish budget priorities for the allocation of resources developing a "Needs Assessment" annually.	Academic Support	05/30/2020	No Funding
		Spencer County Middle School will use data analysis to support effective interventions with funding.	Academic Support	05/30/2020	No Funding

2: Gap

State your **Gap Goal**

<p>Goal 2: Spencer County Middle School will have a 10% novice reduction in Math (11.5% to 10%) and Reading (17.2% to 15.5%) for all GAP students and increase the percentage of gap students who are Proficient or Distinguished from 10.6% to 20% by : 2020</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Collaborate to increase the combined percentage of gap students scoring Proficient or Distinguished in Reading and Math to the state average by 05/30/2020 as measured by K-PREP scores.</p>	<p>Response to Intervention - Students will receive specific interventions that match their academic needs in Reading, Math and other identified areas of need (i.e. Writing).</p>	<p>Students will receive specific interventions for identified needs in reading. Interventions will include SRA and/or other research-based strategies.</p>	Academic Support	05/30/2020	No Funding
		<p>Students will receive specific interventions in Math, including Moby Math, Algebra Readiness (SRA) and/or other research-based strategies.</p>	Academic Support	05/30/2020	No Funding
		<p>The Measure of Academic Progress (MAP) will be used as the Universal Screener for the RTI Program. Assessment results and other information will be used to determine Tier assignment and interventions.</p>	Academic Support	05/30/2020	No Funding
<p>Objective 2: Increase student growth by increasing the amount of computer/electronic devices accessible to teachers and students by 100% before May of 2019. by 05/30/2020 as measured by number of cpu's .</p>	<p>Chromebooks for Kids Initiative - We will organize and establish the "Chromebooks for Kids" program at SCMS - all proceeds going towards adding seven class sets of 30 Chromebooks (one per team, total of 210 units) by May of 2020.</p>	<p>Weekly correspondence and community visits will initiate support for student computers. Sponsorship of a single computer or 1/2 and full class sets are optional.</p>	Academic Support	05/30/2020	No Funding

3: Transition Readiness

State your **Transition Goal**

<p>Goal 3: Spencer County Middle School will increase the percentage of students who are College and/or Career-Ready from 55.5% (P&D for all areas tested above state average) to 65% by : 2020</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Collaborate to exceed the state average on all tested benchmarks by 05/30/2020 as measured by Novice Reduction Rates and KPREP P%D Percentages.</p>	<p>Goal Setting - Students will set specific academic goals for their performance on common assessments and ERQ/OD Writing. Category: Continuous Improvement</p>	<p>Students will set goals for the MAP, K-PREP, ERQ's and OD Common Assessments using the Daily Agenda/ILP format.</p>	Academic Support	05/30/2020	No Funding
<p>Objective 2: Collaborate to expose students to their ILP career clusters through The Deal by 05/30/2020 as measured by administrative records maintained by the principal.</p>	<p>The Deal - Collaboration through the GT department along with the teachers and Administration to expose students to speakers who graduated from SCPS explaining their careers and how they obtained their jobs.</p>	<p>Students will be able to hear from different speakers in their area of interests including college and career readiness options.</p>	Academic Support	05/30/2020	No Funding

4: Growth

State your **Growth Goal**

<p>Goal 4: Spencer County Middle School will increase the average combined Proficient/Distinguished Writing Scores from 40.2% (above state avg.) to 50% (state average) by 2020 10% in each performance level.</p>					
<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>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Collaborate to increase Writing Scores a minimum of 10% in each performance level (except Novice) by 05/30/2020 as measured by writing scores on formative assessments, summative assessments and K-PREP..</p>	<p>Job Embedded Writing PD - Provide specific instruction, feedback and guidance to students and teachers with job-embedded "live scoring" in class and PLC's.</p>	<p>Students will receive focused instruction and practice targeting their specific writing level, with the goal of moving them a minimum of one performance level.</p>	Academic Support	05/30/2020	No Funding
		<p>All Teachers will use 'Best Practice' writing instruction during the 5th period block as supported by the PLC process.</p>	Academic Support	05/30/2020	No Funding
		<p>Teachers will receive embedded professional learning and interdisciplinary team collaboration opportunities related to the Writing process in regular classes and reading block. Teachers also provide feedback and help determine the activities that are most beneficial within school-wide reading, reading block, writing, live-scoring, RTI behavior and academics.</p>	Academic Support	05/30/2020	No Funding
Objective 2:					

