

## 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: Monroe County High School will increase achievement for all students in math so that percentage earning proficient increases from 18% in 2018 to 48% in 2020 as measured on college entrance exam (ACT).

<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
<p>Objective 1: 9<sup>th</sup>, 10<sup>th</sup> &amp; 11<sup>th</sup> graders will improve overall scores as measured by ACT. Number of students earning proficient in math will increase by 30%. Students earning novice will decrease by 5%.</p>	<p>Design/Deliver Instruction Teachers will exhibit practices that reflect ACT/Common Core standards and administer a variety of formative and common summative assessments.</p>	<p>Teachers participate in literacy grant PD to increase the use of high level literacy strategies across all content areas. MCHS is a National Board-Certified Pilot school with 10 teachers working on becoming National Board Certified.</p>	<p>Teacher evaluation/walkthrough data. High level lesson development that includes literacy strategies. Number of students performing at high levels.</p>		<p>Various provided by Striving Readers Grant</p>
		<p>Teachers will develop/administer rigorous ACT like assessments based on ACT/state standards/curriculum. School wide implementation of CERT (College Equipped Readiness Tool) with three full length testing days and ongoing RTI using study hall portion of the program.</p>	<p>Increase in CERT/ACT scores throughout the year.</p>	<p>Fall CERT test Winter CERT test Spring CERT test Ongoing RTI and ACT days in all classes.</p>	

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	<p>Collaboration Teachers are engaged in PLC's</p>	<p>Teachers take part in grade level PLCs and content specific PLCs to vertically align curriculum.</p>			
		<p>RTI groups are created using CERT data. Staff pull students for RTI, to work on strategies and build relationships with students.</p>			
	<p>Personalized learning Teachers have been trained on ways to increase personalized learning in the classroom. Google classroom training</p>	<p>School on innovation—Students accepted to MCSI work on personalizing their learning by being able to schedule classes and earn more credits than others in order to fulfill their personal learning plan and future goals.</p>	<p>Students earning associates or attending leadership academies</p>		<p>20,000 for purchase /lease of chrome books— District Wide technology fee paid by students.</p>
		<p>Increase Technology—Core content teachers have classroom sets of chrome books in order to differentiate instruction and personalize student's learning. Google classroom has allowed teachers to tailor their instruction to the individual needs of students and allow students to have choice in their learning.</p>	<p>Student increase in use of technology in all classrooms for research, submitting assignments &amp; taking assessments.</p>		
	<p>ILP</p>	<p>Students will meet with counselor/teacher to develop/revise their 4-year academic plan. Students choose appropriate level of core classes to fit their post-secondary goals. Students use the ILP to explore options,</p>	<p>Student success in core classes.</p>		
	<p>RTI teachers</p>	<p>Intervention time is built into the master schedule. There are intervention blocks each semester where teachers can pull students for individual/one-on-one learning in multiple content areas. There are also content teachers who have a 30 minute advisory time free every day/all year in order to target and pull students.</p>			

## 2: Gap

State your **Gap Goal**

Goal 2: Monroe County High School will increase the average math proficiency for all gap groups from 14.3% in 2018 to 40% in 2020.					
<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
Objective 1: MCHS will increase the number of gap students earning proficient on math by 25%.	Teachers will engage in development that will support evidence based strategies that ensure all students have access to appropriate learning opportunities and targeted interventions.	PD—Teachers will incorporate literacy strategies within the classroom instruction. English teachers will use Reading Plus/Lexia weekly and during intervention time. Other content area teachers utilize CERT program to help students prepare for college entrance examination.	Students reading on/above grade level Improvement in achievement.	Summer—Literacy training Phase 1 Fall—Literacy training Phase 2 Curriculum alignment Spring—Ongoing National Board work and curriculum alignment	\$20,000 /3 yr.
		Content specific reading across the curriculum giving students opportunity to experience a variety of texts that have real-world application.			
Personalized learning strategies increase rigor/relevance in classes, connect the content to the real world, differentiate instruction and help make students responsible for their own learning.					
	Progress Monitoring—Student progress in core classes is monitored such that specific interventions can be planned and	RTI/Unit recovery: Teachers monitor student progress and pull students from their electives for RTI. Students can also be pulled into RTI during the 30 minute advisory time for individualized instruction.	Student academic performance.	Ongoing Redo RTI groups following CERT testing	

Goal 2: Monroe County High School will increase the average math proficiency for all gap groups from 14.3% in 2018 to 40% in 2020.					
	implemented for the success of all students.	Professional Learning Communities—Teachers actively participate in PLC meetings to monitor student progress toward learning goals. Specific interventions are planned for students not making adequate progress. Teachers analyze student work and identify gaps in the curriculum			
		Family Resource Center works in helping reduce barriers that students experience so that they can have academic success.			

### 3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Monroe County High School will increase the average freshman graduation rate from 98% in 2018 to 100% by 2020.					
<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> <p>Timeline is ongoing. Checks are made twice each 9 weeks to ensure students are on track for graduation. Counselors, principals &amp; RTI specialists counsel with students and pull them out for tutoring. Placement to alternative classroom or alternative learning center is made if necessary. Funding is provided from general fund to pay alternative classroom teacher as well as alternative school staff.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: All students will demonstrate behavior such that AFGR will be 100%	Learning culture/environment— Parent communication	Relationship are built with students/parents by offering multiple opportunities for collaboration. Parents are contacted by phone and in person. School information is posted on district, school & teacher websites. One Call Now service is used to inform parent and community of upcoming events. Multiple media outlets as well as social media are used to convey information.	Participation in DC and other college related sessions. Attendance rate		None
		Family Resource Center works to communicate with parents and students before and during orientation, registration, parent nights, college/career fair and other school/community events.			

Goal 3: Monroe County High School will increase the average freshman graduation rate from 98% in 2018 to 100% by 2020.

	Design, Align & Deliver Support Progress monitoring	Student progress in core classes is monitored so that students will be successful. Collaboration takes place with Director of Pupil Personnel concerning attendance issues. Teachers, counselors/administrators monitor academic progress of students. RTI/tutoring program provide academic support for at risk students. Students placed in alternative program if academic counseling and RTI strategies do not work.	Number of students failing a class. Credits recovered. Number of students increasing academic performance.		
	Using individual learning plan for class scheduling	Information provided by student's ILP with their chosen career will help them complete their graduation plan. Students will meet with teachers/counselors to complete their class schedule. Student's graduation plan is reviewed and revised annually. Student & parent have ownership in the plan.			

#### 4: Growth

State your **Growth** Goal

Goal 4:  
**NA-No Growth goal required for High Schools**

<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:					

## 5: Transition readiness

State your **Transition readiness** Goal

Goal 5: Monroe County High School will increase the percentage of students who are transition ready from 85% in 2018 to 100% by 2020.					
<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
Objective 1: Seniors will demonstrate behavior showing they are transition ready as measured by College Entrance Exam, KOSSA exams, Dual Credit enrollment & industry certifications.	Design/Deliver Instruction-- Teachers utilize resources from KDE to align course content to help students become preparatory/certified.	KOSSA preparation/practice. Alignment of curriculum of each course to provide skills students still need.	Number of students meeting benchmark on KOSSA/earning industry certification.		
	Design, Align and Deliver Support—ILP’s	Students use ILP (Individual Learning Plan) to chart and track their goals/plans. Students start these in middle school and can use it as they progress through high school.			None needed
	Review, Analyze & Apply Data- College/Career data monitoring for all seniors will be monitored at the school level.	Based on data monitoring tool, students are targeted for intervention. Students can re-test, focus on earning industry certification or take approved dual credit/AP coursework. Students not academic/career ready receive interventions for additional testing.	Students achieving academic/career readiness.		CCR counselor
	Students choose career pathway to develop academic plan.	Each student will complete a flexible 4-year plan that targets electives and core classes to help toward their post-secondary plans. Students attend close the deal & career fair held at school. Invitations are sent to local businesses, industries, organizations, public service groups and government agencies to provide individuals so that students can gain information. Students meet with representatives from colleges/universities and industry.			

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

Goal 6:					