

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: Bath County Middle School will increase the average combined reading and math scores from the current 50.9% in the 16/17 testing cycle to 72% by the 20/21 testing cycle.					
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>		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>		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.	
<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 		<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 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Demonstrate a proficiency plan to Increase for the averaged combined reading and math proficiency ratings in the non-duplicated gap group from 37.3% to 50.7% by 06/01/2017 as measured by K-prep, MAP, and common assessments	KCWP 1	Instructional assistants will receive training to help support student learning in the classroom.	Classroom assignments, MAP, Study Island		0
		Teacher led trainings will be provided during faculty meetings. Trainings will include PDSA, Kagan and other behavior strategies, project based learning, and other gap issues.	Classroom observations of the trainings.		0
	KCWP 2	Teachers will model academic vocabulary for students and provide opportunities for student application.	Classroom observations and student assessments		0
		Writing and Language Arts teachers will continue to implement on-demand writing strategies from Angela Hilterbrandt.	School-wide on-demand scrimmage		0
	KCWP 3	Teachers will use formative and summative data to drive instructional practices.	Classroom assessment score, data collected		0
	KCWP 4	Teachers will use data sheets and common assessments to monitor student progress during content area, grade level and vertical PLC's.	Data sheets		0
		Teachers will provide Tier II and Tier III interventions to students during Genius Hour.	Classroom assignments, MAP, Study Island		0
	KCWP 5	Teachers will integrate mission statements, classroom goals, and PDSA into classroom instruction and post weekly to teacher websites.	Teacher websites, lesson plans, classroom observations.		0
		Using formative data, teachers will provide Tier I interventions in the classroom.	Lesson plans, classroom assessments, Study Island		0

	KCWP 6	Teachers manage minor behaviors, ISS position, and the schoolwide behavior system	Behavior slips		0
Objective 2: Collaborate to improve the BCMS RTI plan by 6/30/2018 as measured by progress monitoring					

2: Gap

State your **Gap** Goal

Goal 2:
Bath County Middle School will increase the average combined reading and math proficiency ratings for students with disabilities from a 28.6% for the 16/17 testing cycle to a 59.9% for the 20/21 cycle.

<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: By May 2018, BCMS will increase the combined average of reading and math proficiency rates for students with disabilities from 20.9% to 26%.</p>	KCWP 4	Co-Teaching teams will participate in PLC's to monitor and implement Continuous Classroom Improvement, as well as analyze data and determine the next steps for co-teaching instruction.	Classroom assessments, MAP, Study Island		0
	KCWP 5	Teachers will participate in a Name and Claim activity to identify gap students and those scoring below benchmark.	Classroom assessments, MAP, Study Island		0
<p>Objective 2: By May 2018, BCMS will increase the combined average of reading and math proficiency rates for students receiving free and reduced services from 48.7 to 53%.</p>	KCWP 5	Teachers will integrate mission statements, classroom goals, and PDSA into classroom instruction and post weekly to teacher websites.	Teacher websites, lesson plans, classroom observations.		0
		Using formative data, teachers will provide Tier I interventions in the classroom.	Lesson plans, classroom assessments, Study Island		0
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Objective 3: By May 2018, BCMS will increase the combined average of reading and math proficiency rates for Hispanic students from 47.5% to 54%.		Teachers will participate in a Name and Claim activity to identify gap students and those scoring below benchmark.	Classroom assessments, MAP, Study Island		
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3: Graduation rate

State your **Graduation rate** Goal

Goal 3:
Not Applicable for a middle school

<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:					

4: Growth

State your **Growth** Goal

Goal 4:
Bath County Middle School will increase overall student achievement from an overall index score of 69.9 in the 2016/17 testing cycle to 82% in the 2020/2021

<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: By May 2018, BCMS will increase the combined reading and math percentages of proficient and distinguished students from 59.3 to 63%.	KCWP 1 KCWP 2	Instructional assistants will receive training to help support student learning in the classroom.	Classroom assignments, MAP, Study Island		0
		Teacher led trainings will be provided during faculty meetings. Trainings will include PDSA, Kagan and other behavior strategies, project based learning, and other gap issues.	Classroom observations of the trainings.		0
		Teachers will model academic vocabulary for students and provide opportunities for student application.	Classroom observations and student assessments		0
Objective 2:	KCWP 3 KCWP 4	Writing and Language Arts teachers will continue to implement on-demand writing strategies from Angela Hilterbrandt.	School-wide on-demand scrimmage		0
		Teachers will use formative and summative data to drive instructional practices.	Classroom assessment score, data collected		0
		Teachers will use data sheets and common assessments to monitor student progress during content area, grade level and vertical PLC's.	Data sheets		0
		Teachers will provide Tier II and Tier III interventions to students during Genius Hour.	Classroom assignments, CASE, IXL		0

	KCWP 5	Teachers will integrate mission statements, classroom goals, and PDSA into classroom instruction and post weekly to teacher websites.	Teacher websites, lesson plans, classroom observations.		0
		Using formative data, teachers will provide Tier I interventions in the classroom.	Lesson plans, classroom assessments, Study Island		0
	KCWP 6	Teachers will establish behavior plan used in the classrooms, and will adhere to the leveling behavior plan at BCMS.	Behavior slips		0

5: Transition readiness

State your **Transition readiness** Goal

Goal 5:
Bath County Middle School will design and deploy specific programs and experiences to expose students to the high school's academic and extracurricular offerings, as well as behavior expectations, in order to help the eighth grade students be successful with their transition to high school.

<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: Prepare students for different academic and vocational tracks, as well as extracurricular activities, that are offered by the high school.	KCWP 1 KCWP 2	Instructional assistants will receive training to help support student learning in the classroom.	Classroom assignments, MAP, Study Island		0
		Teacher led trainings will be provided during faculty meetings. Trainings will include PDSA, Kagan and other behavior strategies, project based learning, and other gap issues.	Classroom observations of the trainings.		0
		Teachers will model academic vocabulary for students and provide opportunities for student application.	Classroom observations and student assessments		0
Objective 2: Prepare students for changes in grading scale and behavior expectations.	KCWP 3 KCWP 4	Writing and Language Arts teachers will continue to implement on-demand writing strategies from Angela Hilterbrandt.	School-wide on-demand scrimmage		0
		Teachers will use formative and summative data to drive instructional practices.	Classroom assessment score, data collected		0
		Teachers will use data sheets and common assessments to monitor student progress during content area, grade level and vertical PLC's.	Data sheets		0
		Teachers will provide Tier II and Tier III interventions to students during Genius Hour.	Classroom assignments, MAP, Study Island		0
	KCWP 5	Teachers will integrate mission statements, classroom goals, and PDSA into classroom instruction and post weekly to teacher websites.	Teacher websites, lesson plans, classroom observations.		0

		Using formative data, teachers will provide Tier I interventions in the classroom.	Lesson plans, classroom assessments, Study Island		0
	KCWP 6	Teachers will establish a PBIS system in the classroom using the Anchor Down strategy.	Behavior slips		0

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 1:					
Objective 2:					