

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: Increase the averaged combined percentage for reading and math proficiency for high school students from 56.8 index score in 2018 to 62.5 index score in 2019.

<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: Collaborate to improve the percentage for reading proficiency for ACHS from 57.6 index score in 2018 to 63.4 index score for 2019 as measured by state assessments.	KCWP 1 Common Planning & ERF Meetings	English teachers meet to design assessments that align with standards.	ACT	Monthly Meetings	N/A
	KCWP 2 Reading Plus	All freshmen participate in the Reading Plus program through English Classes.	Reading Plus Report	Weekly Analysis	Literacy Grant for District(3 year license for ACMS/ACHS) \$26,250
	KCWP 2 Reading Incentive	School-wide participation of teacher and student text structure submissions to faculty and administration for feedback.	Administration and English Teacher Review	Every 9 weeks	N/A
	KCWP 2 Transitional Reading Classes	Seniors not meeting benchmarks are placed in a Transitional Reading Class integrating Reading Plus, Study Island, KYOTE, iReady, CERT, OdysseyWare, & teacher made programs. Standardized tests at appropriate times throughout the year administered by our daytime ESS instructor.	ACT/KYOTE scores	Daily Class with Weekly monitoring	*iReady - Literacy Grant for District(3 year license for ACMS/ACHS) \$9,500 *See Goal 1 Ob 1 Strat 2 for Reading Plus funding

					*Study Island - Textbook - 3,975 *CERT - Title I - 6250 *OdysseyWare - General - 10,000 *Daytime Waiver Teacher - ESS - 10,000
	KCWP 2 ESS	Tutoring is available during Power Hour and before and after school for students who are failing English classes and/or have missing assignments.	School Progress and Missing Assignment Reports	Daily	*ESS-4,000
	KCWP 4 ACT Scrimmages	ACT practice exams are administered to freshmen and sophomore classes three times per year and junior class two times per year utilizing the GradeCam and CERT programs. All data is analyzed and discussed with students. Interventions are put into place as needed.	GradeCam and CERT reports	3 times per year	*GradeCam - Textbook-2200 *CERT - Title I - 6250
Objective 2: Collaborate to improve the percentage for math proficiency for ACHS from 56.0 index score in 2018 to 61.6 index score by 2019 as measured by state assessments.	KCWP 1 Collaboration	Teachers collaborate on lesson plans through common planning meetings and online programs (Google Classroom Forms)	Lesson Plans	By Units	N/A
	KCWP 2 Math Incentive	School-wide math practice utilizing MasteryPrep Bellringers and Study Island.	ACT	Weekly	*MasteryPrep - Textbook 2750
	KCWP 4 ACT Scrimmages	ACT practice exams are administered to freshmen and sophomore classes three times per year and junior class two times per year utilizing the GradeCam and CERT programs. All data is analyzed and discussed with students. Interventions are put into place as needed.	GradeCam and CERT reports	3 times per year	*See Goal 1, Obj. 1, Strat. 3
	KCWP 2	The ALEKS program is utilized for freshmen students who have struggled previously in 8th grade math. This is integrated through Algebra Readiness classes. ALEKS is also being used for struggling students at the sophomore level in Algebra I and Seniors in C.H.I.E.F Nation Program.	ALEKS	Weekly	*ALEKS - Title I-1575\Textbook - 1050

2: Gap

State your **Gap** Goal

Goal 2: Increase the average combined reading and math proficiency ratings for all students in the students with disability gap group from 11.7 index score in 2018 to 14.6 index score in 2019.

<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: Collaborate to increase the percentage for reading proficiency ratings for all students in the students with disabilities group at ACHS from 12.6 index score in 2018 to 15.8 in 2019.</p>	<p>KCWP 2 Reading Plus iReady</p>	<p>All students with disabilities participate in the program through intervention class.</p>	<p>Reading Plus Reports</p>	<p>Weekly</p>	<p>*See Goal 1, Obj. 1, Strat. 2</p>
	<p>KCWP 2 OdysseyWare</p>	<p>Program for Academic Recovery, Home Hospital students, Choices Program, Indian Academy and classroom integration.</p>	<p>OW Reports</p>	<p>Weekly</p>	<p>Textbook 10,750</p>
	<p>KCWP 2 ESS</p>	<p>Tutoring is available during Power Hour and before and after school for students who are failing Math classes and/or have missing assignments.</p>	<p>IC Progress</p>	<p>Weekly</p>	<p>*See Goal 1, Obj. 1, Strat. 5</p>
	<p>KCWP 4 CERT/GradeCam</p>	<p>MAP/ACT Scrimmage analysis for placement</p>	<p>Data Meetings</p>	<p>Yearly</p>	<p>*See Goal 1, Obj. 1, Strat. 3</p>
	<p>KCWP 4 ARC Meetings</p>	<p>Students, parents, administrators, instructors, and all other stakeholders invested in the student meet for the ILP decision making process.</p>	<p>All Reading Data</p>	<p>Yearly</p>	<p>N/A</p>
	<p>KCWP 4 Goal Setting Advisory</p>	<p>Individual Student Goal Setting meetings with co-teachers.</p>	<p>All Reading Data</p>	<p>Biweekly</p>	<p>N/A</p>
<p>Objective 2: Collaborate to increase the percentage for math proficiency ratings for all</p>	<p>KCWP 2 ALEKS iReady</p>	<p>Math program is utilized in classrooms and intervention classes for struggling students and for Academic Recovery.</p>	<p>ALEKS Reports</p>	<p>Weekly</p>	<p>*See Goal 1,</p>

students in the students with disabilities gap group at ACHS from 10.7 in 2018 to 13.4 in 2019.					*Obj. 2, Strat. 4
	KCWP 2 OdysseyWare	Program for Academic Recovery, Home Hospital students, Choices Program, Indian Academy and classroom integration.	OW Reports	Weekly	*See Goal 2, Obj. 1, Strat. 2

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Increase graduation rate from 97% in 2018 to 98% in 2020.					
<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
Objective 1: Collaborate to increase the freshman graduation rate for ACHS from 97.0% in 2018 to 98.0% by 2019 as measured by the 4-year Adjusted Cohort Graduation Rate Target.	KCWP 2 KCWP 6 Chief Nation	This program is geared towards students ready to get a jumpstart on their future careers by completing their high school coursework in the fall of their senior year and starting full time to work and/or enrolling in technical training in January of their senior year. These students are part of a special cohort and will be provided an innovative schedule to complete their high school courses early. In order to qualify for this opportunity, students must complete all course requirements, submit their ILP and meet career readiness	OdysseyWare	OdysseyWare Reports & Weekly Meetings with Students	*See Goal 2, Obj. 1, Strat. 2

		benchmarks as required by Adair County Schools and the State of Kentucky.			
	KCWP 2 KCWP 6 CHOICES	OdysseyWare use for students with an unusual circumstance. Students work at home and/or during school to complete graduation requirements.	OdysseyWare	OdysseyWare Reports & Weekly Meetings with Students	*See Goal 2, Obj. 1, Strat. 2
	KCWP 2 KCWP 6 PASS	PASS is a comprehensive, multilevel program located inside ACHS that provides educational services within mainstream settings to <i>students</i> with behavioral issues. Odysseyware program is utilized for instruction.	OdysseyWare	OdysseyWare Reports and Daily Meetings with Students	*See Goal 2, Obj. 1, Strat. 2
	KCWP 2 KCWP 6 Home Hospital	Online programs are utilized to fill in the gaps for students who are unable to attend a regular classroom setting due to a medical reason. Teachers meet with students on an individual basis twice a week for instructional time.	OdysseyWare/ALEKS	Program Reports & Biweekly Meetings with Students	*See Goal 2, Obj. 1, Strat. 2 and Goal 2, Obj. 2, Strat. 1
	KCWP 2 KCWP 6 Indian Academy	Alternative setting located inside ACHS for students with specific behavior or discipline issues. Odysseyware program is utilized for instruction.	OdysseyWare	OdysseyWare Reports & Daily Meetings with Students	*See Goal 2, Obj. 1, Strat. 2

4: Transition readiness

State your **Transition readiness** Goal

Goal 5: Increase the percentage of students who are transition ready from 66.9 in 2018 to 73.6 by 2019		
<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 	<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 	<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 transition ready percentage for ACHS from 66.9 in 2018 to 73.6 by 2019 as measured by the state Transition Readiness model.</p>	<p>KCWP 2 Indian University</p>	<p>The mission of Indian University is to ensure that Adair County High School's highest achieving students are receiving the most benefit from the education process by providing them with an innovative pathway. ACHS has partnered with LWC, WKU, CU, and Somerset Community College as an option for students to acquire dual credits for ACHS on a college campus. Students are required to have a minimum of two college courses in fall and spring. Dual credit classes at ACHS also count as an available course.</p>	<p>Academic Readiness</p>	<p>Must meet benchmarks by beginning of Senior year</p>	<p>N/A</p>
	<p>KCWP 2 Chief Nation</p>	<p>This program is geared towards students ready to get a jumpstart on their future careers by completing their high school coursework in the fall of their senior year and starting full time to work and/or enrolling in technical training in January of their senior year. These students are part of a special cohort and will be provided an innovative schedule to complete their high school courses early. In order to qualify for this opportunity, students must complete all course requirements, submit their ILP, and meet career readiness benchmarks as required by Adair County Schools and the State of Kentucky.</p>	<p>Career Ready</p>	<p>OdysseyWare Reports & Weekly Meetings with Students</p>	<p>N/A</p>
	<p>KCWP 2 Power Hour Interventions</p>	<p>Transition Readiness interventions are available during Power Hour for students who have not met benchmarks.</p>	<p>Academic and Career Readiness</p>	<p>ESS Daytime Waiver Instructor pulls students as needed after ACT Scrimmage data is reviewed for interventions/Scrimmages are administered 3X per year for 9th/10th grade and 2X per year for 11th grade</p>	<p>N/A</p>
	<p>KCWP 2 Transitional Reading/English Classes</p>	<p>Seniors who have not met benchmarks for Reading and/or English are placed in a Transitional Reading/English for interventions along with their regular English class.</p>	<p>Academic Readiness</p>	<p>Daily Class with Weekly monitoring through Reading Plus, Study Island, KYOTE,</p>	<p>*See Goal 1, Obj. 1, Strat. 2 and 4 and Goal</p>

				& OdysseyWare programs/Standardized tests at appropriate times throughout the year	2, Obj. 1, Strat. 1 and 2 *Study Island 0 Textbook 3975
	KCWP 2 Transitional Math Classes	Seniors who have not met benchmarks for math are placed in a Transitional Math class for interventions as their senior math credit.	Academic Readiness	Daily Class with progress report 8 times per year and Standardized tests at appropriate times throughout the year	N/A
	KCWP 3 KCWP 4 ACT Scrimmages	ACT practice exams are administered to freshmen and sophomore classes three times per year and junior class two times per year utilizing the GradeCam and CERT programs. All data is analyzed and discussed with students. Interventions are put into place as needed by our ESS daytime waiver teacher.	GradeCam and CERT reports	Three times per year	*See Goal 1, Obj. 1, Strat. 3
	KCWP 3 KCWP 4 Industry Certifications/EOPA	A variety of industry certification exams including ICEV and EOPA are administered throughout the year for students who have met all qualifications.	Career Readiness	One time per year	*Perkins Grant 2361 *Ind Cert Award - 8440
	KCWP 3 KCWP 4 SoftSkills Preparation	WinLearning Program is utilized in career pathway classes for instruction in SoftSkills.	Program Reports	Two times per month	*Textbook-3500
	KCWP 3 KCWP 4 ACT Advising and Preparation	Students are encouraged to take the ACT multiple times to meet benchmarks or improve previous scores. All ACT scores are maintained in a spreadsheet shared by ACHS focus team. This data is shared throughout the year with instructors to conference with students and with interventions.	ACT Reports	Seven times per year	N/A
	KCWP 3 KCWP 4 KYOTE Administration	Seniors who have not met academic benchmarks are administered the KYOTE per the KYOTE testing schedule by our ESS daytime waiver teacher.	KYOTE Data	Up to four times per year	*See Goal 1, Obj. 1, Strat. 4