

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

| <p>Goal 1: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient/distinguished to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
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| <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 and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
| <p>Objective 1: By 2019, 72% of elementary, 71% of middle school, and 72% of high schools students will score at or above proficiency in reading and math combined.</p> | <p>KCWP 2: Design & Deliver Instruction</p> | <p>Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Title I Title II PD ESS</p> |
| | | <p>Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |

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| <p>Goal 1: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient/distinguished to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| | | | <p>Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | | |
| | | <p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed. <i>(GRREC, Kagan, PLC, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |
| | | <p>Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Instructional Resources</p> |
| | | <p>Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |

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| <p>Goal 1: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient/distinguished to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| | | | ISD Teachers and staff | | |
| | | <p>Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Title II Instructional Resources</p> |
| <p>Objective 2: By 2019, 58% of elementary, 63% of middle school, and 69% of high school students will score at or above proficiency in on-demand writing.</p> | <p>KCWP 2: Design & Deliver Instruction</p> | <p>Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Swivl, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Title I Title II Professional Development</p> |
| | | <p>Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Classroom Visits, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |
| | | <p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the</p> | <p><i>Measures of Success:</i> State assessment results</p> | <p>Fall 2018: State Assessment</p> | |

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| <p>Goal 1: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient/distinguished to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| | | <p>learning of students assessed. <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Classroom Visits, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Hub Visits, Master Schedules)</i></p> | <p>MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Scores Release School Report Card</p> | |
| | | <p>Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Classroom Visits, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Instructional Resources</p> |
| | | <p>Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Classroom Visits, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |
| | | <p>Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, Four Square Writing, Abel & Atherton, ESS, RTI, LDC/MDC, Classroom Visits, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Title II Instructional Resources</p> |

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| Goal 1: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient/distinguished to 74% (elementary), 73% (middle), and 74% (high). | | | | | |
| | | | Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | | |

2: Gap

| Goal 2: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high). | | | | | |
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| 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 and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
| Objective 1: By 2019, the elementary non-duplicated gap group will increase the average combined reading and math | KCWP 2: Design & Deliver Instruction | Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning | Fall 2018: State Assessment Scores Release School Report Card | Title I Title II Professional Development |

Goal 2:
 By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).

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| proficiency ratings from 44.7% to 67%. | <i>Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI).</i> | Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | | |
| | Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> | Fall 2018: State Assessment Scores Release School Report Card | Instructional Resources |

Goal 2:
By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).

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| | | | Principals/Assistant Principals ISD Teachers and staff | | |
| | | Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | | Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | Title II Instructional Resources |
| | KCWP 1: Design and Deploy Standards | Utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(Hiring of additional ELL certified staff.)</i> | <i>Measures of Success:</i> State assessment results Access Results | Fall 2018: State Assessment Scores and school Report Card. | Title 1 |
| Objective 2: By 2019, the middle school non-duplicated gap group will increase the average combined reading and math proficiency ratings from 40% | KCWP 2: Design & Deliver Instruction | Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities | Fall 2018: State Assessment Scores Release School Report Card | Title I Title II Professional Development |

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| <p>Goal 2: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| to 58.5%. | | <p><i>Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p>Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | | |
| | | <p>Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |
| | | <p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | |
| | | <p>Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant</p> | <p>Fall 2018: State Assessment Scores Release School Report Card</p> | <p>Instructional Resources</p> |

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| <p>Goal 2: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| | | | Principals ISD Teachers and staff | | |
| | | <p>Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | | <p>Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | KCWP 1: Design and Deploy Standards | Utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(Hiring of additional ELL certified staff.)</i> | <p><i>Measures of Success:</i> State assessment results Access Results</p> | Fall 2018: State Assessment Scores and school Report Card. | Title 1 |
| Objective 3: By 2019, the high school non-duplicated gap group will increase the average combined reading and math proficiency ratings from 37.9% to 60%. | KCWP 2: Design & Deliver Instruction | <p>Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs</p> | Fall 2018: State Assessment Scores Release School Report Card | |

Goal 2:
By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).

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| | | <i>School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | | |
| | | Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | | Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | | Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals | Fall 2018: State Assessment Scores Release School Report Card | |

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| <p>Goal 2: By 2020, Hardin County Schools will increase combined (reading and math) percentage of proficient or above of Non-Duplicated Gap students to 74% (elementary), 73% (middle), and 74% (high).</p> | | | | | |
| | | | ISD Teachers and staff | | |
| | | <p>Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | | <p>Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules) (Barrier Reduction Supports: FRYSC, Cradle School, Preschool, Backpack Program, Nursing Services, EL Services, ESS, KSI)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | KCWP 1: Design and Deploy Standards | Utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. <i>(Hiring of additional ELL certified staff.)</i> | <p><i>Measures of Success:</i> State assessment results Access Results</p> | Fall 2018: State Assessment Scores and school Report Card. | Title 1 |

3: Graduation rate

Goal 3:
By 2020, Hardin County Schools will increase the cohort graduation rate from 90.9% to 94%.

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| <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 and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
|--|---|--|--|--|--------------------------------|
| <p>Objective 1: By 2019, the high schools will increase the graduation rate to 94% as measured by the number of students receiving diplomas.</p> | <p>KCWP 5: Design, Align, and Deliver Support</p> | <p>Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports (APEX, credit recovery, dropout prevention). Assure consideration and addressment of non-academic barriers to learning. <i>(APEX, credit recovery, dropout prevention).</i></p> | <p><i>Measures of Success:</i> Graduation Reports APEX <i>Person(s) Responsible:</i> Principals/Assistant Principals High School Counselors ISD Teachers and staff</p> | <p>Winter/Spring 2018/2019: Graduation Reports School Report Card</p> | <p>Instructional Resources</p> |
| | | <p>Incorporate professional knowledge of best practice and high yield strategies with knowledge of personalized student needs to procure a unique match that will propel student achievement. <i>(APEX, credit recovery, dropout prevention).</i></p> | <p><i>Measures of Success:</i> Graduation Reports APEX <i>Person(s) Responsible:</i> Principals/Assistant Principals High School Counselors ISD</p> | <p>Fall/Winter/Spring 2018/2019: Graduation Reports School Report Card</p> | <p>Instructional Resources</p> |

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| Goal 3: By 2020, Hardin County Schools will increase the cohort graduation rate from 90.9% to 94%. | | | | |
| | | | Teachers and staff | |

4: Growth

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| Goal 4: By 2020, Hardin County Schools will increase the percentage of students meeting their growth target in reading and math on state assessments. | | | | |
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| <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 and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
|---|--------------------------------------|---|--|---|---------------------------|
| Objective 1: By 2019, the percentage of reading and math growth will | KCWP 2: Design & Deliver Instruction | Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. | <i>Measures of Success:</i> State assessment results MAP Results | Fall 2018: State Assessment Scores Release | Title I Title II PD |

Goal 4:
By 2020, Hardin County Schools will increase the percentage of students meeting their growth target in reading and math on state assessments.

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| increase by 5%. | | <p><i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p>PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | School Report Card | ESS |
| | | <p>Ensure monitoring measures are in place to support holistic planning for high fidelity instructional delivery of the standards. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | | <p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff</p> | Fall 2018: State Assessment Scores Release School Report Card | |
| | | <p>Ensure formative assessment measures are within lesson planning practices for each phase of Explicit Instruction (Before, During, and After). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i></p> | <p><i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities</p> | Fall 2018: State Assessment Scores Release School Report Card | Title II Instructional Resources |

Goal 4:
By 2020, Hardin County Schools will increase the percentage of students meeting their growth target in reading and math on state assessments.

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| | | <i>Schedules)</i> | Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | | |
| | | Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning). <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | |
| | | Ensure that all users of assessment data use information to benefit student learning. <i>(GRREC, Kagan, PLC Training, ESS, RTI, LDC/MDC, MAP, Swivl, Common Assessments, Professional Learning, Educational Resources/Technology Resources, Classroom Visits, Hub Visits, Master Schedules)</i> | <i>Measures of Success:</i> State assessment results MAP Results PLC agendas Professional Learning Opportunities Walkthroughs <i>Person(s) Responsible:</i> Principals/Assistant Principals ISD Teachers and staff | Fall 2018: State Assessment Scores Release School Report Card | Title II Instructional Resources |

5: Transition readiness

Goal 5:
By 2020, Hardin County Schools will increase the percentage of students successfully transitioning at entry/exit points at elementary, middle, and high school.

Goal 5:
By 2020, Hardin County Schools will increase the percentage of students successfully transitioning at entry/exit points at elementary, middle, and high school.

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| <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 and Responsible Person(s) | Progress Monitoring Date & Notes | Funding |
|---|---|---|--|----------------------------------|---------|
| <p>Objective 1: By 2019, the percentage of preschool-aged students transitioning to kindergarten will increase to 85%.</p> | <p>KCWP 5: Design, Align, and Deliver Support</p> | <p>Assure consideration and addressment of non-academic barriers to learning. (<i>Transition Meetings, Kinder-Camp, Open House, Parent Meetings, Classroom Visits, Brigance Screening</i>).</p> | <p><i>Measures of Success:</i> School events calendar/Summer programs Brigance Lesson plans Transition Meetings <i>Person(s) Responsible:</i> Principals/Assistant Principals Preschool Staff Elementary Counselors Teachers and staff</p> | <p>Fall/Spring Data</p> | |
| <p>Objective 2: By 2019, the percentage of 5th grade students transitioning to middle school will increase to 85%.</p> | <p>KCWP 5: Design, Align, and Deliver Support</p> | <p>Assure consideration and addressment of non-academic barriers to learning. (<i>Open House, Summer Transition Day(s), Scheduling, Transition Meetings, Parent Meetings, MAP data</i>).</p> | <p><i>Measures of Success:</i> School events calendar/Summer programs Parent Meetings Open House Transition Meetings MAP Data <i>Person(s) Responsible:</i></p> | <p>Spring MAP data</p> | |

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| <p>Goal 5: By 2020, Hardin County Schools will increase the percentage of students successfully transitioning at entry/exit points at elementary, middle, and high school.</p> | | | | | |
| | | | Principals/Assistant Principals Elementary and Middle School Counselors Teachers and staff | | |
| <p>Objective 3: By 2019, the percentage of 8th grade students transitioning to high school will increase to 85%.</p> | <p>KCWP 5: Design, Align, and Deliver Support</p> | <p>Assure consideration and addressment of non-academic barriers to learning. <i>(Open House, Summer Transition Day(s), Scheduling, Transition Meetings, Parent Meetings, MAP data, Career Exploration Fair)</i></p> | <p><i>Measures of Success:</i> School events calendar/Summer programs Parent Meetings Open House Scheduling ILPs Transition Meetings MAP Data <i>Person(s) Responsible:</i> Principals/Assistant Principals Middle and High School Counselors Teachers and staff</p> | Spring MAP data | |
| <p>Objective 4: By 2019, the percentage of high school seniors transitioning to college or career will increase to 70%.</p> | <p>KCWP 5: Design, Align, and Deliver Support</p> | <p>Assure consideration and addressment of non-academic barriers to learning. <i>(Career Pathways, EC3, Dual-Credit, AP Courses, ACT Prep/Skill Remediation, Work Ethic Certification, Student Counseling Sessions, College/Career Representatives).</i></p> | <p><i>Measures of Success:</i> School events calendar/Summer programs Parent Meetings Work Ethic Certification College/Career Counseling Scheduling College/Military Visits <i>Person(s) Responsible:</i> Principals/Assistant Principals High School/EC3 Counselors ISD Teachers and staff</p> | <p>Transition Data Reports Graduation rate SRC State Assessment Scores Release TEDS</p> | |

6: Equity

| <p>Goal 6: By 2022, Hardin County Schools will increase the percentage of minority staff from 6% to 12%.</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 and Person(s) Responsible | Progress Monitoring Date & Notes | Funding |
| Objective 1: By 2019, the percentage of minority staff will increase by 2%. | Recruitment and retention of quality minority staff. | Attend college job fairs and expos to recruit quality applicants. | <i>Measures of Success:</i> Hiring reports Sign-in Sheets <i>Person(s) Responsible:</i> HR Department | Ongoing | HR |
| | | Social media connections to promote Hardin County Schools as well as promote the hiring/retainment of quality staff. (Twitter, Facebook, etc). | <i>Measures of Success:</i> Views/Responses <i>Person(s) Responsible:</i> HR Department | Ongoing | HR |
| | | Host a career fair to allow all Hardin County Schools to showcase their schools and positions available. | <i>Measures of Success:</i> Hiring reports Sign-in Sheets <i>Person(s) Responsible:</i> HR Department | Ongoing | HR |
| Objective 2: | | | | | |

Goal 6:
By 2022, Hardin County Schools will increase the percentage of minority staff from 6% to 12%.

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