



# SMART GOALS MODULE

SCHOOL SUPPORT AND IMPROVEMENT



# LEARNING TARGETS

1

Identify the components of a SMART goal

2

Develop an understanding of impact and process goals

3

Know the required SMART goals to include in your IAP



# WHAT IS A GOAL?

- “The end toward which effort is directed”  
Merriam-Webster
- A destination you are working toward
- Plan for your success
- Future desired result



Setting goals is the first step in turning the invisible into the visible. –Tony Robbins



# IAP GOALS

- Defined by your needs statements and desired outcomes
- What will you be able to accomplish in regards to student achievement?
- What systems, structures or process will be impacted?



S

M

A

R

T



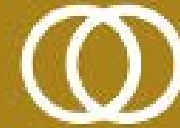
Specific



Measurable



Attainable



Relevant



Time Based



# SPECIFIC

- Focused
- Identify a tangible outcome
- Clear and defined
- What do I want to achieve?



Specific



# MEASURABLE

- Clear definition of success
- The ability to track your progress (from and to)



Measurable



# ATTAINABLE

- Ambitious
- Motivate you to succeed
- Do we have influence over it?



Attainable



# RELEVANT

- Aligned to your values
- Coincides with overall objectives
- Is it worthwhile?



Relevant



# TIME BASED

- Target date
- Realistic time frame
- Establishes a sense of urgency



Time Based



# TYPES OF SMART GOALS

## Impact Goal

- Student Achievement
- Show Growth or Increase Proficiency

## Process Goal

- Implementation
- Systems, Structures & Processes



# IMPACT GOAL DATA SOURCES

**AzM2**

**AZELLA**

**MSAA**

**ACT/SAT**

**Benchmark  
Assessments**

**DIBELS/Acadience**

**Discipline  
Referrals**

**Attendance**



# PROCESS GOAL TOPICS

**PBIS**

**Conscious  
Discipline**

**MTSS**

**RTI**

**Curriculum  
Adoption**

**Supplemental  
Resources**

**Professional  
Learning  
Communities**

**Assessment  
System**

**Professional  
Development**

**Attendance**

**Behavior**

**Parent  
Involvement**



# REQUIREMENTS FOR SCHOOLS IN IMPROVEMENT

All schools must have 3 impact goals based on AzM2/AzSCI:

- ELA
- Math
- Science

Some schools might have additional impact goals for:

- Grad Rate (if CSI Identified)
- Subgroups (if TSI identified)

Schools should have several process goals



## SAMPLE ELA/MATH/SCIENCE IMPACT GOALS

- Reading achievement for all students will increase by 35% moving from 3% proficient or highly proficient on 2019 AzMERIT to 38% proficient or highly proficient on 2020 AzM2.
- Math achievement for all students will increase by 30% moving from 6% proficient or highly proficient on 2019 AzMERIT to 36% proficient or highly proficient on 2020 AzM2.
- Science achievement for all students will increase by 40% moving from 8% proficient or highly proficient on 2019 AIMS to 48% proficient or highly proficient on 2020 AIMS.



## SAMPLE SUBGROUP IMPACT GOALS

- Percent of students with disabilities scoring proficient will increase by 20 % from 2 % in 2019 to 22 % in 2020 on AzM2.
- The achievement gap between % of all students scoring proficient and the % of ELL students scoring proficient will be reduced by 15 % from 54 % in 2019 to 39 % in 2020 on AzM2.



## ADDITIONAL IMPACT GOAL SAMPLES

- Graduation Rate will increase from 61% in 2019 to 75% in 2020.
- Graduation Rate for 5-year cohort will increase from 75% in 2019 to 89% in 2020.
- ★ ● Attendance Rate will increase from 86 % in 2018-2019 to 92 % in 2019-2020.
- Discipline Incidents will be reduced by 40 % from 542 in 2018-19 to 326 in 2019-20.



# SAMPLE PLC PROCESS GOALS

By August 31, 2019 all staff will receive training on implementing PLCs.

**31 Aug. 2019**

By December 14, 2019 all collaborative teams will have met a minimum of 4 times as evidence by meeting agendas submitted to principal.

**14 Dec. 2019**

**18 Sep. 2019**

By September 18, 2019 all collaborative teams will adopt norms, agenda template and determine meeting dates as evidence by written documents.



# GOALS AT THE LEA LEVEL



# LEA – IMPACT GOALS

- Sunshine School District will increase ELA proficiency by 15 % moving from 30 % proficient or highly proficient in 2019 to 45 % proficient or highly proficient in 2020 on the state assessment.
- Sunshine School District will increase the average ACT composite score by 3 points moving from 16 in 2019 to 19 in 2020.
- Subgroup performance for students with disabilities will increase by 12% from 8% proficient in ELA and math in 2019 to 20% proficient in ELA and math in 2020 on the state assessment.



# SAMPLE LEA PROCESS GOALS

By August 31, 2020 all school sites will create a building MTSS team as evidenced by names emailed to LEA representative.

**Aug. 31, 2020**

By Nov. 30, 2020 building MTSS Teams will present framework and development timeline to school staff

**Nov. 30, 2019**

**Sept. 30, 2020**

By September 30, 2020 all building MTSS teams will attend the district's 4 hour MTSS framework training as evidence by sign in sheets.

**March 30, 2021**

By March 30, 2021 Building MTSS Teams will submit completed MTSS plans to the LEA for review and approval



# THANK YOU!

Thank you so much for your time today!

If you would like to see additional webinars sponsored by School Support and Improvement or need any of the support materials for this webinar, please visit

[www.azed.gov/improvement](http://www.azed.gov/improvement)

All documents are posted below the module.

If you need additional support or have any questions, please contact your program specialist or send a message to [SchoolImprovementInbox@azed.gov](mailto:SchoolImprovementInbox@azed.gov)

