SMART GOALS MODULE

SCHOOL SUPPORT AND IMPROVEMENT

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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?

SPECIFIC

Specific

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

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

TYPES OF SMART GOALS

Impact Goal

- Student Achievement
- Show Growth or Increase Proficiency

Process Goal

- Implementation
- Systems, Structures & Processes

IMPACT GOAL DATA SOURCES

AASA MSAA	AZELLA	Grad Rate	ACT/SAT
Benchmark Assessments	DIBELS/Acadience	Discipline Referrals	Attendance

Required SMART Goals by Classification

Classification & Type of School	Process Goals	Student Impact SMART Goals					
		ELA	Math	Science	ACT	Grad Rate	Subgroup(s)
D School (Elem/MS)	X	X	X	X			
D School (HS)	X	X	X	X	*X		
CSI- Low Achievement (Elem/MS)	X	X	X	X			
CSI- Low Achievement (HS)	X	X	X	X	*X		
CSI- Grad Rate (HS)	X				*X	X	
TSI (Elem/MS)	X						X
TSI (HS)	X				*X		X

*ACT could fulfill ELA/Math/Science goals because it measures English, mathematics, reading, science, and writing.

SAMPLE ELA/MATH/SCIENCE IMPACT GOALS

- Reading achievement for all students will increase by 35% moving from 3% proficient or highly proficient on 2021 AzM2 to 38% proficient or highly proficient on 2022 AASA. (growth)

- 45% of students will score proficiency or higher on the Math 2022 AASA. (achievement/proficiency)

- Science achievement for all students will increase by 40% moving from 8% proficient or highly proficient on 2021 AzM2 to 48% proficient or highly proficient on 2022 AzSCI. (growth)

SAMPLE ACT IMPACT GOALS

- The percentage of students that meet the college readiness benchmark score in all four content areas will improve from _____% in 2021 to _____% in 2022 as measured by the ACT.

- The average ACT composite score will increase from ___ in 2021 to ___ in 2022.

SAMPLE TSI SUBGROUP IMPACT GOALS

- Percent of students with disabilities scoring proficient will increase by 20 % from 2 % in 2021 to 22 % in 2022 on AASA.

- The achievement gap between % of all students scoring proficient and the % of ELL students scoring proficient will be reduced by 15 % from 54 % in 2021 to 39 % in 2022 on AASA.

ADDITIONAL IMPACT GOAL SAMPLES

- Graduation Rate will increase from 61% in 2021 to 75% in 2022.

- Graduation Rate for 5-year cohort will increase from 65% in 2021 to 69% in 2022.

- Attendance Rate will increase from 86 % in 2020-2021 to 92 % in 2021-202.

- Discipline Incidents will be reduced by 40 % from 542 in 2020-21 to 326 in 2021-22.

PROCESS GOAL TOPICS

PBIS	**Conscious Discipline**	**MTSS**	**RTI**
Curriculum Adoption	**Supplemental Resources**	**Professional Learning Communities**	**Assessment System**
Professional Development	**Attendance**	**Behavior**	**Parent Involvement**

SAMPLE PLC PROCESS GOALS

By August 31, 2021 all staff will receive training on implementing PLCs.

31 Aug. 2021

By January 14, 2022 all collaborative teams will have met a minimum of 5 times as evidence by meeting agendas submitted to principal.

14 Jan. 2022

18 Sep. 2021

By September 18, 2021 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 2021 to 45 % proficient or highly proficient in 2022 on the state assessment.

- Sunshine School District will increase the average ACT composite score by 3 points moving from 16 in 2021 to 19 in 2022.

- Subgroup performance for students with disabilities will increase by 12% from 8% proficient in ELA and math in 2021 to 20% proficient in ELA and math in 2022 on the state assessment.

SAMPLE LEA PROCESS GOALS

By August 31, 2021 all school sites will create a building MTSS team as evidenced by names emailed to LEA representative.

Aug. 31, 2021

By Nov. 30, 2021 building MTSS Teams will present framework and development timeline to school staff

Nov. 30, 2021

Sept. 30, 2021

By September 30, 2021 all building MTSS teams will attend the district's 4 hour MTSS framework training as evidence by sign in sheets.

March 30, 2022

By March 30, 2022 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!

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