# SMART GOALS MODULE

# 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?

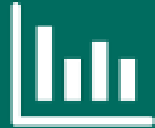- What systems, structures or process will be impacted?

# **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

Attainable

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

# **R**ELEVANT

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

Relevant

# **T**IME 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

| | | | |
|---|---|---|---|
| **AASA MSAA** | **AZELLA** | **Grad Rate** | **ACT/Aspire** |
| **Benchmark Assessments** | **DIBELS/Acadience** | **Discipline Referrals** | **Attendance** |

# Required SMART Goals by Classification

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

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

# SAMPLE ELA/MATH IMPACT GOALS

- Reading achievement for all students will increase by 35% moving from 3% proficient or highly proficient on 2022 AASA to 38% proficient or highly proficient on 2023 AASA. (growth)

- 45% of students will score proficiency or higher on the Math 2023 AASA. (achievement/proficiency)

- Writing achievement for all students will increase by 40% moving from 8% proficient or highly proficient on 2023 state assessment to 48% proficient or highly proficient on 2022 state assessment. (growth)

## SAMPLE ACT/ASPIRE IMPACT GOALS

- The percentage of students that meet the college readiness benchmark score in all four content areas will improve from _____% in 2022 to _____% in 2023 as measured by the ACT.

- 45% of students will reach the college readiness benchmark (22) on the Math 2023 ACT . (achievement/proficiency)

- The average ACT Aspire composite score will increase from ___ in 2022 to ___ in 2023.

## SAMPLE
## ᴀTSI - TSI
## SUBGROUP
## IMPACT GOALS

- Percent of students with disabilities scoring proficient will increase by 20 % from 2 % in 2022 to 22 % in 2023 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 2022 to 39 % in 2023 on AASA.

# ADDITIONAL IMPACT GOAL SAMPLES

- Graduation Rate will increase from 61% in 2022 to 75% in 2023.

- Graduation Rate for 5-year cohort will increase from 65% in 2022 to 69% in 2023.

- Attendance Rate will increase from 86 % in 2021-2022 to 92 % in 2022-2023.

- Discipline Incidents will be reduced by 40 % from 542 in 2021-2022 to 326 in 2022-2023.

# 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 2022 to 45 % proficient or highly proficient in 2023 on the state assessment.

- Sunshine School District will increase the average ACT composite score by 3 points moving from 16 in 2022 to 19 in 2023.

- Subgroup performance for students with disabilities will increase by 12% from 8% proficient in ELA and math in 2022 to 20% proficient in ELA and math in 2023 on the state assessment.

# Sample LEA Process Goals

By August 31, 2022 all school sites will create a building MTSS team as evidenced by names emailed to LEA representative.

**August 31, 2022**

By November 30, 2022 building MTSS Teams will present framework and development timeline to school staff.

**November 30, 2022**

**September 30,2022**

By September 30, 2022 all building MTSS teams will attend the district's 4- hour MTSS framework training as evidenced by sign in sheets.

**March 30, 2023**

By March 30,2023 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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