**Goal Examples from NC School Districts: *Getting SMARTer***

1. **Increase the percentage of students in K-8 who meet or exceed expected growth in reading from 49% to 55% during the 2012-2013 school year as measured by MAP scores.**

*What process or actions steps might help to reach this goal? What will help teachers hone their skills in teaching reading?*

1. **Sixteen percent of the 2013-2014 graduating cohort of *Working Hard County Schools* will achieve college and career ready status on the ACT four core areas before graduation.**

*What might be next steps? What will have to happen to reach this goal?*

1. **One hundred percent of principals will monitor the implementation of Common Core and Essential Standards curriculum and 21st century instructional strategies using 5 x 5's and collecting data on GoogleDocs walkthrough forms which will be reviewed at the beginning of each quarter.**

*What questions do you have about this goal?*

1. **Ninth graders will increase proficiency from 78% to 88% with English I in 2012-2013 as indicated on SRI Lexile data, formative assessment data, and summative assessment data by May 1, 2013.**

*What action steps (process) will be needed to reach this result?*

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| **Revised Samples: *SMART*** *Goals Focus on* ***Results*** *rather than Process* |
| 1. **Draft:**

By June 2013, all certified staff will complete one of the literacy DPI online modules.**Revised:**By June 1, 2013, all certified staff will complete the DPI Data Literacy module and demonstrate data use for instructional planning in PLCs as documented by each team’s PLC agenda notes and action steps. *Action Steps:** Schedule a professional development series that blends group and individual work with the DPI Data Literacy module.
* Review PLC agenda template and expectation for notes to be submitted to principals.
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| 1. **Draft:**

100% of staff will develop 21st Century skills for the 2012 -13school year as measured by 4 individual teacher-designed lessons with embedded 21st Century skills.**Revised:**One hundred percent of teachers will use three new 21st Century skills strategies in observed team-designed lessons by May 15, 2013. *Action Steps:** Principals provide professional development time for teachers to complete the DPI online module *Connecting with our 21st Century Learners.*
* Teachers and administrators review sample lessons at P21.org.

***OR***All teachers will design and teach 21st Century skill-embedded lessons by April 30, 2013 and beyond as measured by walkthroughs, student surveys, and the 21st Century CC/ES Strategy Checklist. |
| 1. **Draft:**

The district will provide at least two opportunities for all math teachers to participate in professional development in mathematics Common Core standards assessment. *This would be a process goal or action step for a SMART Goal.***Revised:**Middle and high school students will increase their ability to demonstrate and be able to articulate which of the Eight Mathematical Practices they are using during daily instruction as measured by classroom walkthroughs that use a mathematical practices checklist. *Action Steps:** Provide at least 2 professional development sessions for all math teachers to learn more about math Common Core standards and practices.
* Develop and review a checklist with teachers.
* Teachers collaboratively plan lessons with a focus on the mathematical practices.
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| 1. **Draft:**

Provide a minimum of 10 hours of District-wide professional development opportunities on EVAAS and the Teacher Evaluation Instrument. *(Action step/Process)***Revised:** All teachers in Grades 6-12 will increase use of EVAAS data in instructional planning as measured by the analysis of *Academic Preparedness Reports* and created *Custom Student Reports*, as shared in PLC or team meeting notes submitted to the principal by April 1, 2013.  *Action steps:** Review EVAAS updates and past training in staff meetings.
* Provide training for new teachers and teachers who need additional assistance.
* Distribute digital PLC agenda template for data team and PLC meetings with notes for principal.
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| 1. **Draft:**

Provide at least 2 opportunities for all math teachers to receive grade span specific professional development in the new Common Core standards and mathematics assessment.**Revised:**All math teachers will increase use of Common Core problem solving strategies in daily lessons during second semester as measured by a team comparison of fall semester lesson plans, student work sample review and walkthroughs.  *Action Steps:** Our teachers who attended the math sessions at the 2012 summer institute and follow-up sessions will provide 2 workshops for teachers on strategies.
* Develop a spreadsheet for collecting examples from lesson plans.
* Provide time for analysis of student work samples
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| 1. **Draft:**

All teachers will implement literacy strategies in their classrooms by May 30, 2013.**Revised:**Students in grades K-8 will increase proficiency in the use of academic vocabulary and Tier 2 words from 43% to 75% as measured by teacher designed pre- and post- assessment of writing tasks. *Action Steps:** All teachers/PLCs review and apply information the Vocabulary Tabs on the DPI ELA LiveBinders
* Develop common writing tasks after reviewing ELA LiveBinders.
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