

*Specific                      Measurable                      Achievable                      Relevant/Results-Oriented                      Time-bound*

**SMART Goal Setting Worksheet:**

Educator Mrs. Cook                      Evaluator: Mr. Tucker                      Date: 8/18/12

**Issue/Question/Need to be addressed:**  
**Strategic Leadership- Increase Student Achievement in Reading.**

**SMART Goal #1**  
**To: Create a systemic approach for providing instructional feedback so teachers will consistently implement effective instructional practices by creating performance rubrics based on research based instructional practices as measured by NC EOG reading scores.**

**Rational (data indicating need) for this goal:**  
 (Observations, walk-through data, student achievement results, anecdotal, teacher self-assessment, etc.)  
**Student achievement decreased 8% points according to the reading EOG in May of 2012.**

**Benefits of achieving this goal:**

Specific Action Steps:	Expected Completion Date	Completed
1. Meet with administration, instructional coaches, and district office personnel to determine research based practices expected to be in place.	Sept. 14, 2012	X
2 Create a rubric template to be used to provide feedback to teachers	Sept. 21, 2012	X
3. Meet with the School Improvement Team to share the rubric and explain its implementation	Sept. 24, 2012	X

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**SMART Goal Setting Worksheet:**

Educator Mrs. Cook      Evaluator: Mr. Tucker      Date: 8/18/12

**Issue/Question/Need to be addressed:**  
**Human Resources Leadership- Teacher Retention**

**SMART Goal #2**  
**To: Create a survey to strategically match new teachers with experienced mentors so teachers will have the support and tools needed to be effective in the classroom by June 7, 2013 as measured by Teacher Satisfaction Survey.**

**Rational (data indicating need) for this goal: The school has a 23% teacher turnover rate. This is 5% above the district and 11% above the state.**

**Benefits of achieving this goal:**  
**A consistent staff provides a consistent learning environment for students and allows the staff to grow with a decreased need to “catch staff members up” to expectations.**

Specific Action Steps:	Expected Completion Date	Completed
1. Create surveys for both ILTs and new staff members and for mentors	Aug. 1, 2012	X
2. Have appropriate staff complete the surveys	Aug. 8, 2012	X

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3. Utilize results to pair ILTs/new staff members with a mentor	Aug. 10, 2012	X
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