**Administrator Growth Goal-Setting Forms**

Administrator: \_\_\_\_\_\_ \_\_\_\_\_ School: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*\_\_\_\_* Date: \_\_\_*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

**Criterion 3:** Planning with Data: Analysis of achievement of all or most of the students in the school.

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| Identified academic area | *Identify a specific area to focus on i.e. reading, math, science.* |
| Who are the staff members you will be working with? |  |
| **Student growth measure #1** (pre/post, formative/summative, benchmark assessments, etc., at two points in time) | *What is the measure you will be using? It could include the MAP assessment, a teacher made formative assessment, unit tests etc.* |
| What does success look like for this measure? (student growth goal) Demonstrated and measureable improvements in student academic growth is readily apparent | *Define the improvement you are looking for. For example students will make 6 points of growth on the MAP reading assessment or students will grow by 20 percentage points on the formative assessments.* |
| **Student growth measure #2** (pre/post, formative/summative, benchmark assessments, etc., at two points in time) | *What is the measure you will be using? It could include the MAP assessment, a teacher made formative assessment, unit tests etc.* |
| What does success look like for this measure? (student growth goal) Demonstrated and measureable improvements in student academic growth is readily apparent | *Define the improvement you are looking for. Students will make 6 points of growth on the MAP reading assessment.*  *Students will grow by 20 percentage points on the formative assessments.* |
| **3.2 Identify previous years’ data sources that helped inform improvement efforts.** | *What data lead you to believe this is an appropriate area to focus on? It is helpful to have multiple years of data and teacher input in the analysis.* |
| **3.3 What are the steps you will follow to lead your staff through the school improvement plan?** | *The actions steps should be clear and include some kind of progress monitoring or reporting system. For example, teachers will report on student growth toward the goal in their PLC meetings and/or faculty meetings. The plan should also include specific actions of the principal to meet this goal. Those actions might include attending team meetings providing data, working with groups to analyze data, providing materials and feedback on instructional techniques and a timeline of when this will occur.* |
| **3.4 How will you help staff reflect on the effectiveness of their instruction and make improvements when needed?** | *List some of the specific strategies you will use to help staff analyze and tie that analysis to instruction.*  *For example, we will look at subgroups of student formative assessments to determine if they are making the progress needed.* |
| **3.5 As a result of your efforts, what has improved in classroom teaching and learning? Provide evidence of student academic growth.** | *What do the pre and post test scores tell you?* |

**Criterion 5:** Improving Instruction: Analysis of achievement of students assigned to a subset of teachers.

|  |  |
| --- | --- |
| Identified academic area | *Identify a specific area to focus on i.e. reading, math, science* |
| Who are the staff members you will be working with? | *This goal focuses on a subset of teachers. It could be a grade level, a department or PLC, or just the teachers on a Comprehensive evaluation.* |
| **Group of students** to be targeted | *Whose learning will we be examining? Is it a grade level a specific class, or group of students.* |
| **5.1 How will you provide feedback to your teachers and monitor instructional changes and assessment practices?** | *What are the systems and routines you use to provide feedback to teachers? These could include leaving notes after a walk through, your analysis of observation notes, or working with a teacher on individual classroom data. This could be reflected through the teacher evaluation process.* |
| **5.2 How will you assist your staff to develop student growth plans?** | *How do you help staff identify performance indicators and goal setting strategies?*  *Strategies may include staff development on data analysis and goal setting, providing verbal and written feedback, or the process used to help teachers set their student growth goals.* |
| **5.3 How will you assist staff in implementing effective instruction and assessment practices?** | *What specific actions will you take to see that the plan is implemented?*  *These strategies may include informal classroom visits with feedback, an examination of teacher evidence related to the plan with feedback and documented instructional adjustments made by the teacher.* |
| **5.4 How will you evaluate staff in effective instruction and assessment practices?** | *Does your evidence match the claims you are making about instruction? Are you consistent in you analysis?*  *This would be a good place to focus on how you are using the instructional framework.* |
| **5.5 Provide evidence of multiple measures of student achievement that resulted in student growth of selected teachers.** | *Show me the data!* |

**Criterion 8:** Closing the Gap: Analysis of subsets of student populations that are identified for the purpose of closing achievement gaps between them and the student population as a whole.

|  |  |
| --- | --- |
| Identified Academic Area |  |
| Identify the subset of students |  |

Student Growth Goal Evidence

General School Population

|  |  |
| --- | --- |
| First Data Source |  |
| Pre and post test scores |  |
| Second data source |  |
| Pre and post test scores |  |

Student Growth Goal Evidence

Identified Subgroup

|  |  |
| --- | --- |
| First Data Source |  |
| Pre and post test scores |  |
| Second data |  |
| Pre and post test scores |  |

|  |  |
| --- | --- |
| **8.1 Identify the barriers to achievement for the subset of students.** | *What specifically are the learning gaps? It could be vocabulary , knowledge and use of English, poverty, lack of support for homework etc.* |
| **8.2 Describe how you will build capacity in your school to close the achievement gap?** | *How do you communicate your plans in and outside of your school? This might include parent meetings newsletters, additional curriculum, personnel adjustments.*  *The plans should be specific to areas where there is an achievement gap.* |
| **8.3 Provide evidence of growth in student learning for the school population and the subset of students identified.** | *See charts above.* |

**Optional goal:**

* I have also selected component \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ as an area of focus.
* What are the critical attributes of this component that you would like to work on?
* What are some things you plan to do to grow in this area?
* What would evidence of success look like?