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PLANNING FOR  
CONTINUOUS  
IMPROVEMENT: THE  
IMPORTANCE OF SMART  
GOAL SETTING



Presenters:

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# RESPONSIBILITY

Search

## SC Primary Responsibility

The primary responsibility of every School Committee is continuous improvement in student achievement.

- What does this mean?
- How do you get there?

# How Would You Rate Your Committee?

1. The district has no overarching goals for improving student outcomes
2. The SC has adopted overarching goals and the Superintendent and SC have agreed on annual goals, but they are not discussed that often
3. The SC and Superintendent have adopted overarching goals and agreed on annual goals. Once a year, they are used to evaluate the Superintendent
4. The SC had adopted annual goals and the Superintendent has used these in creating an improvement strategy for the district. The goals are a frequent topic of discussion and they often drive budget decisions and other policies



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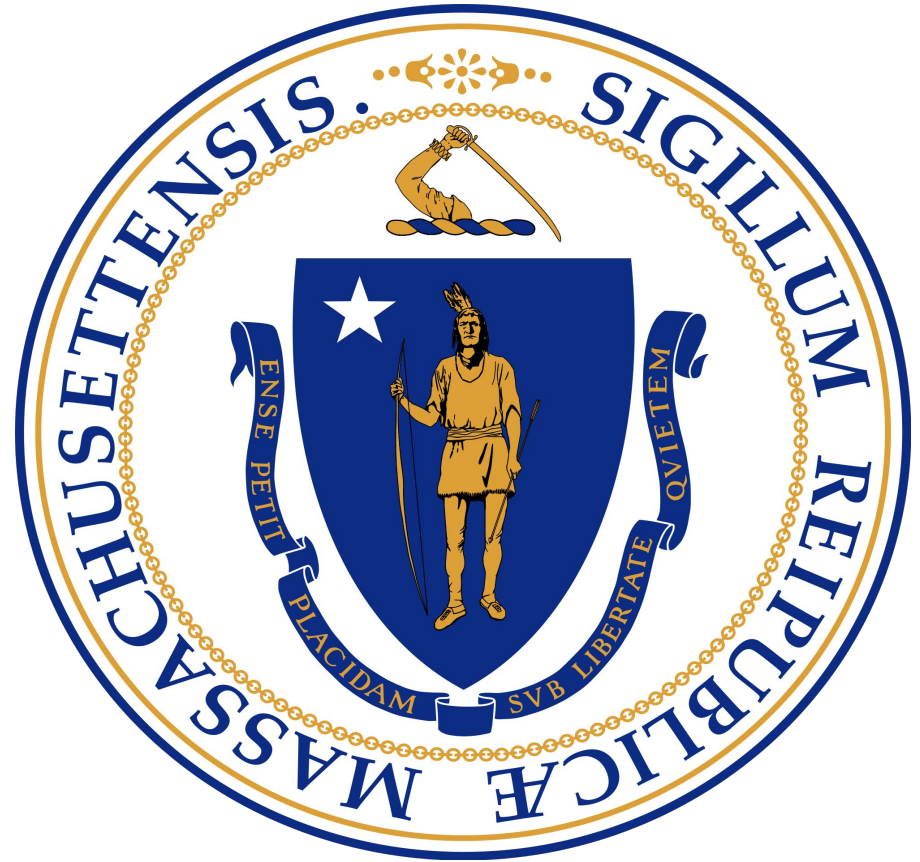
Why?



**“At the highest level of the human capacity to act skillfully are the so-called ‘executive functions.’** Associated with networks that include the prefrontal cortex, these capabilities allow humans to overcome impulsive, short-term reactions to their environment and instead ***to set long-term goals, plan effective strategies for reaching those goals, monitor their progress, and modify strategies as needed.***” (CAST)

# A Legal Responsibility

“The School Committee in each city and town and each regional school district shall....**establish educational goals** and policies for the schools in the district consistent with the requirements of the law and statewide goals and standards established by the board of education.” MGL 71:37





Why does your organization exists?

- What do we do?
- For whom?
- What's the benefit?



# Overarching Goals

- A few carefully chosen, integrated initiatives that fulfill our mission and lead us to realize our vision.
- Targeted vision statements.
- Where the vision and values of the community and the needs of the staff to get the job done come together.





# S.M.A.R.T. Goals



**S** = **S**pecific and **S**trategic

**M** = **M**easurable

**A** = **A**ction Oriented

**R** = **R**igorous, **R**ealistic, and **R**esults Focused

**T** = **T**imed and **T**racked

# Sample Individual SMART Goal: *Family and Community Engagement*

## Not a SMART Goal

•We want to communicate better with our students' parents. **S**

## SMART Goal

•By the end of October 2016, and again by the end of January 2017, each elementary classroom teacher will conduct a face to face conference, make personal phone call, write a personal note, or send an individual email to 95% of their students' parents and guardians, as measured by a completed parent communication log.

**M**

**R**

# Coherence Through Aligned Goals



*The Power of  
Concerted  
Action*



## Teacher: At least

- 1 Student Learning Goal
- 1 Professional Practice Goal

## Building Administrator: At least

- 1 Student Learning Goal
- 1 Professional Practice Goal
- 2-4 School Improvement Goals (SIP)

## Central Office Staff: At least

- 1 Student Learning Goal
- 1 Professional Practice Goal
- 2-4 District Improvement Goals (DIP/Strategic Plan)

**How are  
superintendent  
goals different  
than teacher  
goals?**

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# SMART goals and how they align to educator plans



# A “S.M.A.R.T.er GOAL”

A Goal Statement

+

Key Actions

+

Benchmarks (Process & Outcome)

=

**Educator Plan**



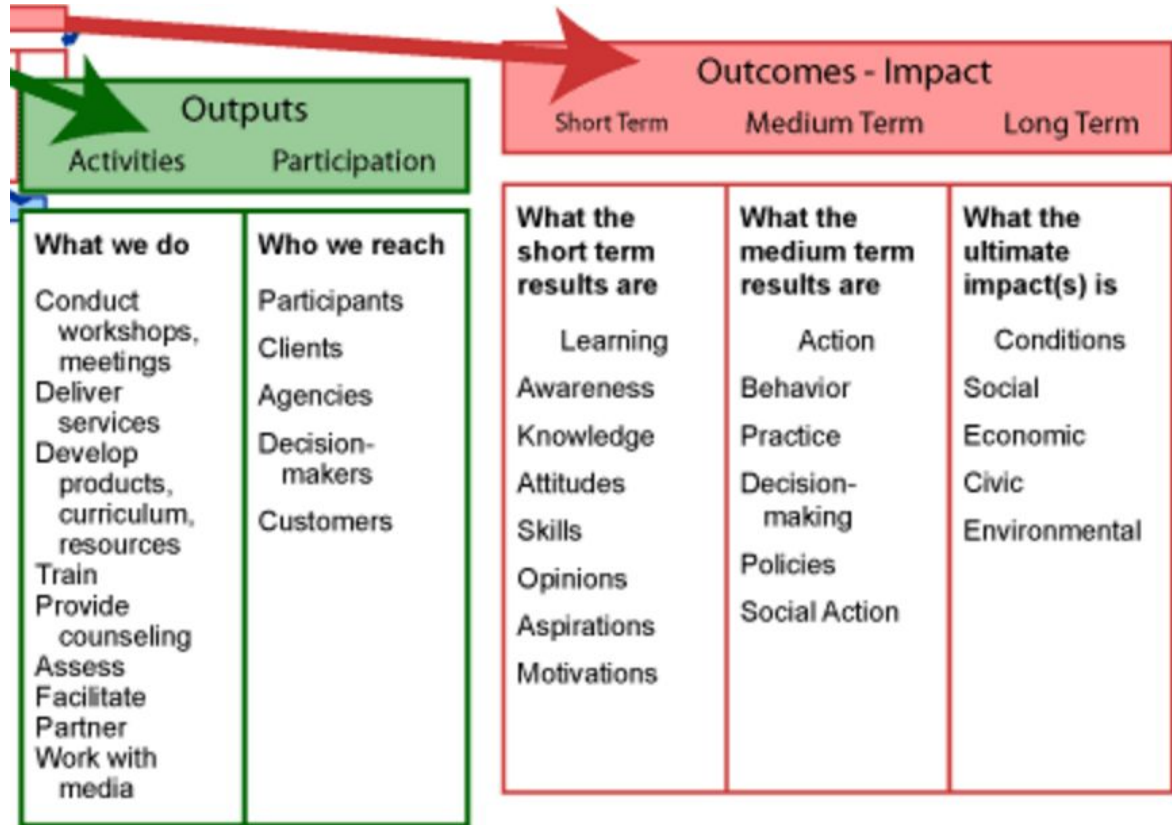
# How do you make sure it's measurable?

## Measuring progress and achievement

- **Outputs** (Actions/process)
- **Outcomes** (Results)
- Benchmarks
- Quantitative v Qualitative data



- **Outputs:** Are the immediate results of the program activities included? Did we do what we said we would do? What evidence is there?
- **Outcomes:** Did we articulate the impact the outputs have on our behavior, knowledge and skills, i.e., “Did we get the results we wanted?”







COUNT OFF 1-3

GO TO THE CHART PAPER WITH THAT NUMBER

READ THE DRAFT GOAL. BASED ON WHAT YOU JUST LEARNED, REVISE THE GOAL TO BE A SMART GOAL. CHECK YOUR WORK WITH THE REVIEW PROTOCOL HANDOUT.

# Goals Frame & Structure Work

Ensure Alignment

Monitor Progress

Budget Support

School Committee Goals

## Governance

*Provide direction:*

Mission

Vision

Review goals

Policy

## Management

*Put plans in place to:*

Accomplish goals  
Implement policy

Monitor systems &  
procedures

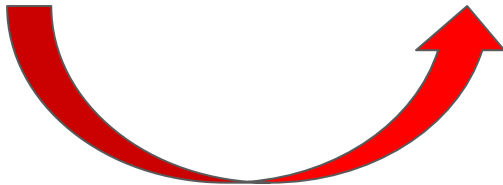
Adjust to achieve  
desired results

## Governance

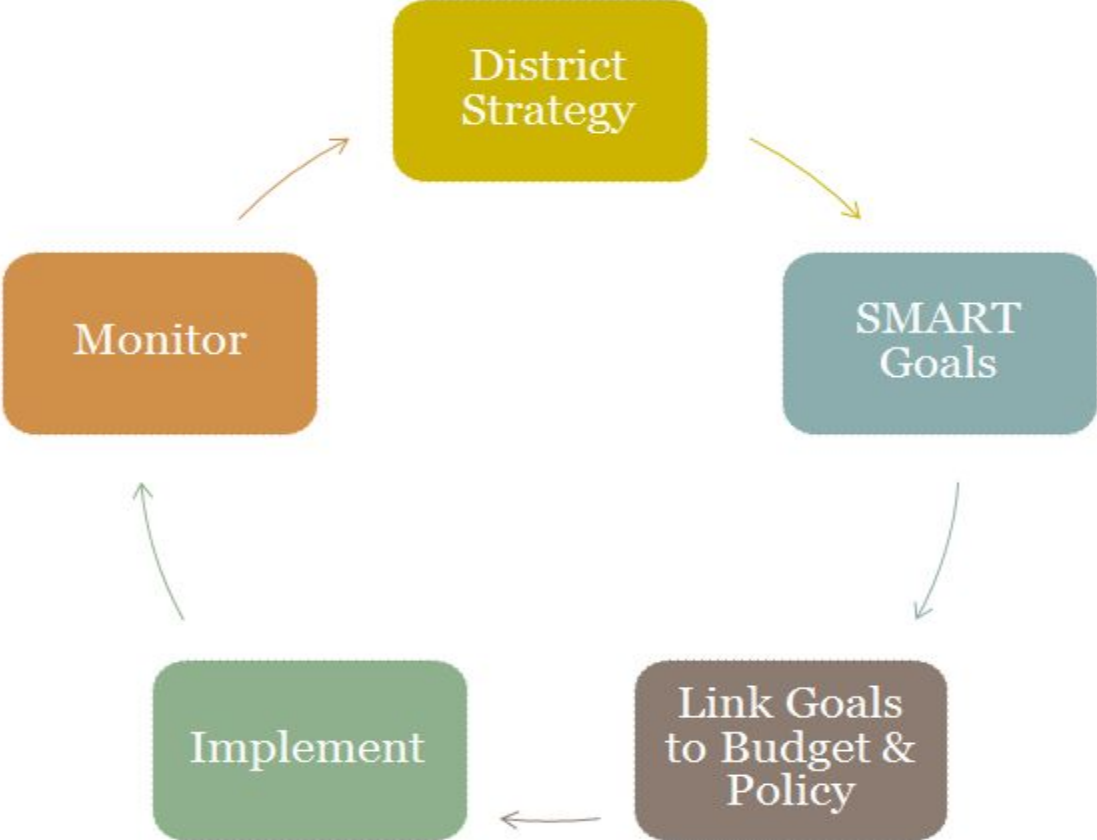
*Monitor  
accomplishment of  
goals & effectiveness  
of policy by:*

Evaluate  
superintendent  
performance

Assess district results



# Continuous Improvement



# Questions?



## Contact Information



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