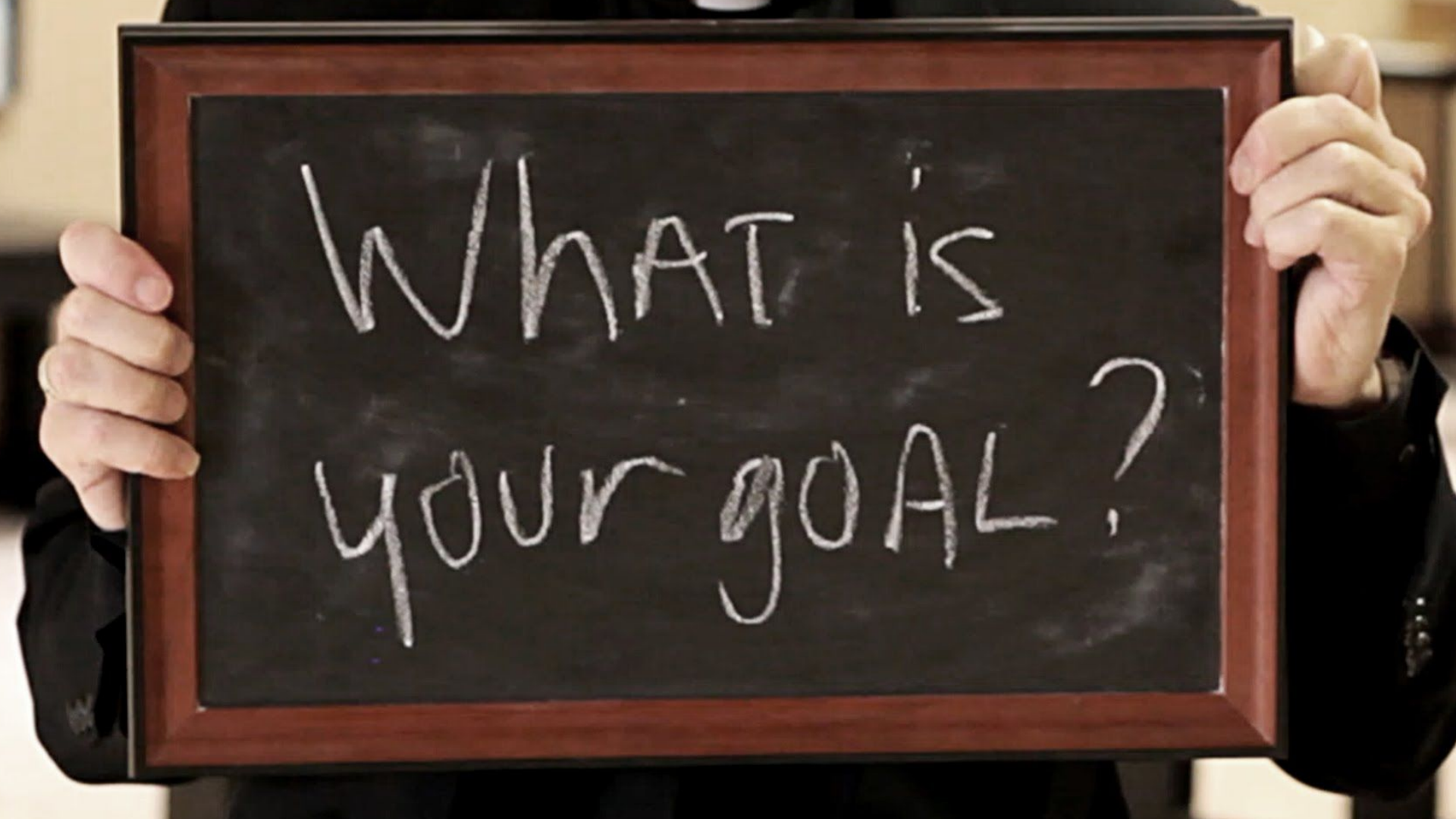




Presenters:

- Dorothy Presser
- Kristan Rodriguez

PLANNING FOR
CONTINUOUS
IMPROVEMENT: THE
IMPORTANCE OF SMART
GOAL SETTING

A person wearing a black suit jacket is holding a rectangular chalkboard with a dark wood frame. The chalkboard is held in front of their chest with both hands. On the chalkboard, the words "WHAT IS YOUR GOAL?" are written in white chalk. The text is arranged in two lines: "WHAT IS" on the top line and "YOUR GOAL?" on the bottom line. The handwriting is casual and slightly slanted. The background is out of focus, showing what appears to be an indoor setting with light-colored walls.

WHAT IS
YOUR GOAL?

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





Why does our organization exist?

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

The future we want to create

- Where we want to be
- Our North Star

Overarching Goals

A few carefully chosen, integrated initiatives that fulfill our mission and lead us to realize our vision.





Our mission is to support and challenge all students to meet their full potential as individuals and citizens of the global community.



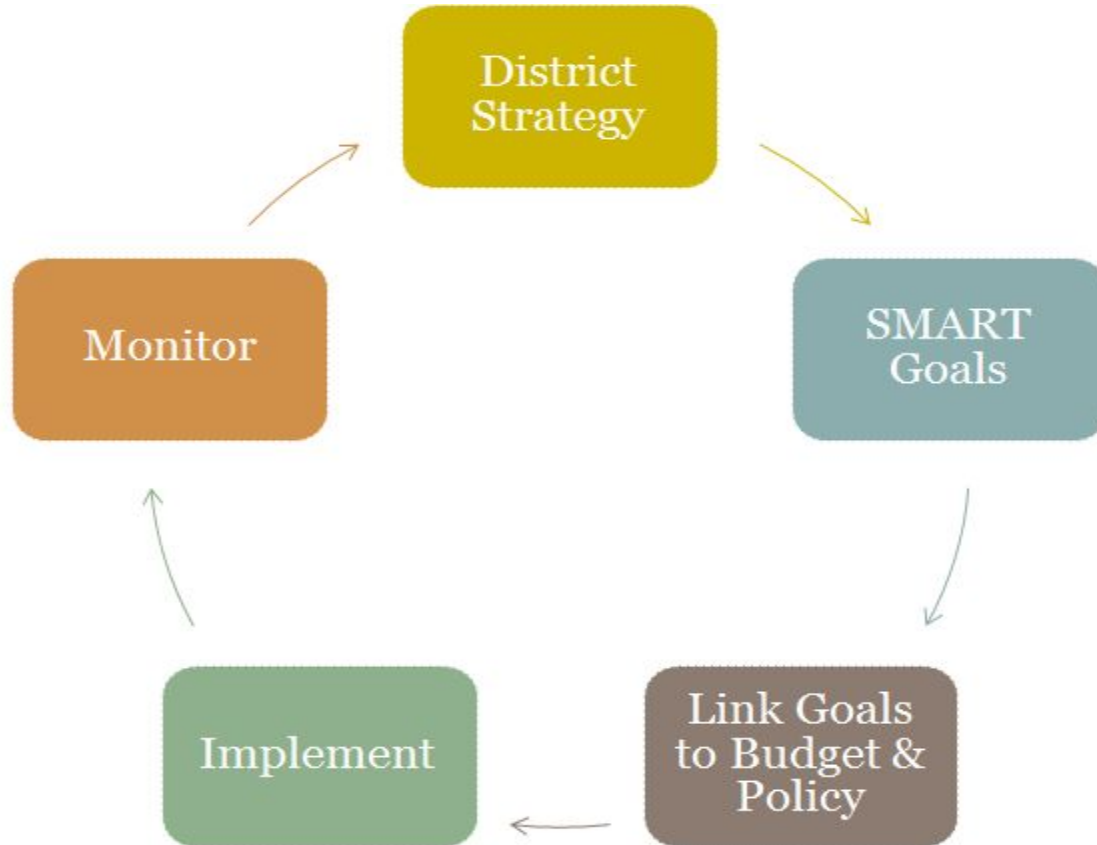
We will foster a culture of excellence in teaching and learning to create intellectually curious learners, broaden individual skills and talents and maximize each student's potential.

Overarching Goals

- *Increase the professional learning of all staff and teacher leadership.*
- *Strengthen social, emotional and behavioral health.*
- *Improve curriculum, instruction, student support and assessment.*
- *Improve communication across the district, with families and the community.*



Continuous Improvement



Coherence Through Aligned SMART Goals



*The Power of
Concerted
Action*



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

How do you make sure it's measurable?

Measuring progress and achievement

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



Topic: Improving the Budget Development Process

Outputs are the immediate results of the program activities. Did we do what we said we would do? What evidence is there?

- Well defined budget calendar (published calendar)
- Increased outreach to municipal officials (e.g. of meeting postings, agenda, and minutes)
- Survey of community's understanding of the budget (initial survey results),
- Enhanced communication plan for community (e.g. flyer for community forums, budget handouts and presentations)

Topic: Improving the Budget Development Process

Outcomes: Did we articulate the impact the outputs have on our behavior, knowledge and skills, i.e., “Did we get the results we wanted?”

- Increased community attendance at district budget meetings and hearings
- Elected officials publicly supporting the budget at town meeting
- A follow up survey of the community's understanding of the budget to show growth
- An approved SC recommended budget by the town meeting

Making Goals SMART

- S** = Specific and Strategic
- M** = Measurable
- A** = Action-Oriented
- R** = Rigorous, Realistic, and Results Focused
- T** = Timed and Tracked

First Draft: I want to communicate better with my students' parents.

Finalized Goal: By the end of December 2017, and again by the end of May 2018, I will conduct a face to face conferences, make **A** personal phone calls, write a personal notes, or send an individual email to 95% of my students' parents and guardians, as measured by a completed parent communication log and parent communication survey results of 80% or more satisfaction.

M

R

SMART Goal Samples

Sample Educator Goal: By organizing and analyzing results and adjusting practice to implement Universal Design for Learning, 95% of my students will demonstrate proficiency on the number sense items on the 2016-2017 mathematics benchmarks, as measured by the winter and spring benchmark administrations.

Sample Superintendent Goal: During the 2014-2015 school year, by modeling, leading, planning, facilitating, and supporting administrator team review of assessment information, and monitoring plans, and adjustments to instruction and programs, (1-C-II) the district will receive an “improved progress rating” toward the PPI (Progress and Performance Index) target for the high needs subgroup in gap narrowing and growth in ELA and Mathematics, as measured by the 2015 state accountability report.

Sample School Committee Goal: By June 2018, the School Committee will review, fund and adopt the district’s professional development plan so that the district can continue to develop highly qualified educators, as well as expand professional development offerings that are aligned with both the district Strategy Overview and the identified needs of staff as measured by agenda items, meeting minutes and budget documents.

SMART Goal Template

Draft Goal: Expand the use of technology regarding home/school information on class assignments and student progress.

By ____ (Date) _____ we will ____ (Action) _____,

____ (Action) _____, and ____ (Action) _____ as

measured by _____.

Is This Goal SMART?

Use of Data. What data did we review to help identify this goal area?

- State Report Card, Report of Entry Findings, “Needs Assessment”, Audits (NEASC, CPR), District Improvement Plans, School Improvement Plans

Specific and Strategic. What will the goal accomplish? Is the goal too broad or is it narrowed in focus?

Measurable. How will we measure whether or not the goal has been reached?

Is This Goal SMART?

Action-Oriented. What key actions, required to achieve the goal, are stated?

Rigorous, Realistic and Results Focused. What is the result of the goal? Is the goal achievable? Is it rigorous enough?

Time and Tracked: What is the established completion date? When are the benchmark dates?



PROJECT REDESIGN



Draft Goal: Increase outreach to the community to share district goals and increase community feedback.

By ___ (Date)_____ we will ___ (Action)_____,
___ (Action)_____, and ___ (Action)_____ as
measured by _____.

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



Discussion Prompts

Question	S	M	A	R	T
Why is this topic/focus important?	X Strategic			X Relevant	
What/who will benefit and how?	X Specific			X Rigorous & Results- Focused	
When will I achieve this goal?				X Realistic	X Timed
How will I know the goal has been achieved?		X Measurable			
How will I demonstrate progress toward this goal?			X Action- Oriented		X Tracked



Goals Frame & Structure Work

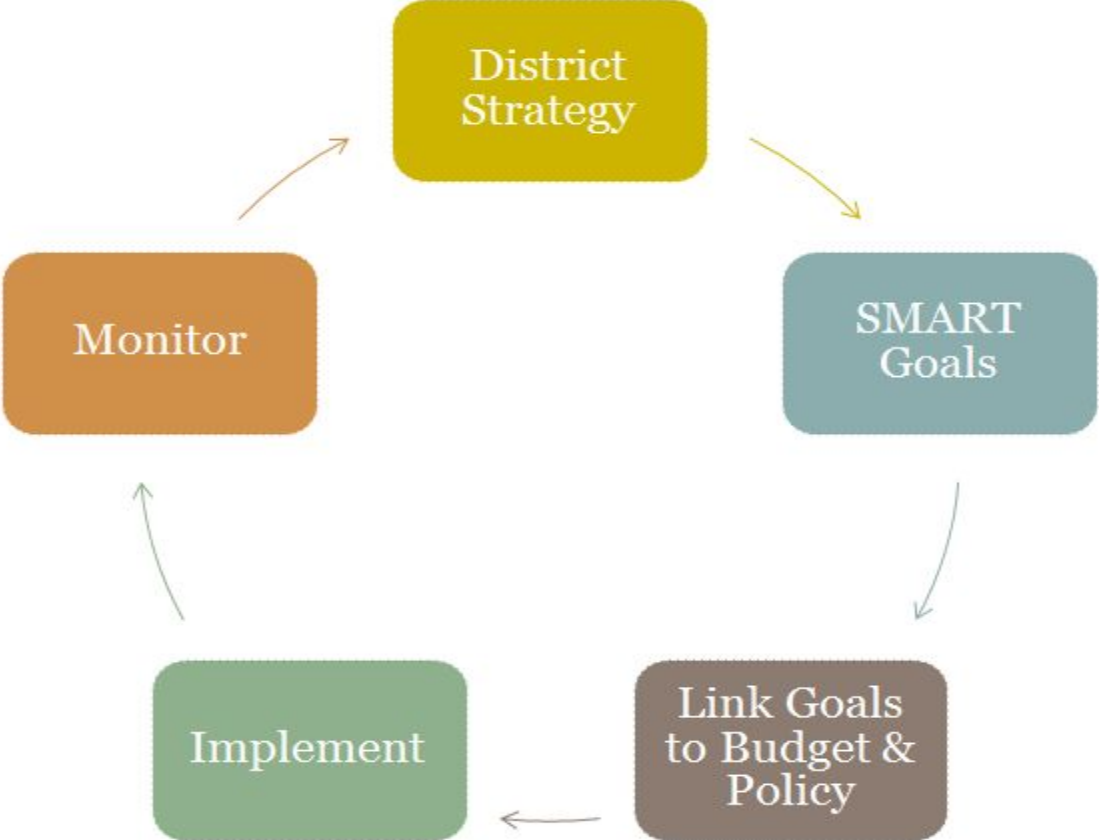
Ensure Alignment

Monitor Progress

Budget Support

School Committee Goals

Continuous Improvement



Questions?



Contact Information



Dorothy Presser

- dpresser@masc.org
- 617-538-2176



Kristan Rodriguez

- dr.kristanrodriguez@gmail.com
- 339-227-2155