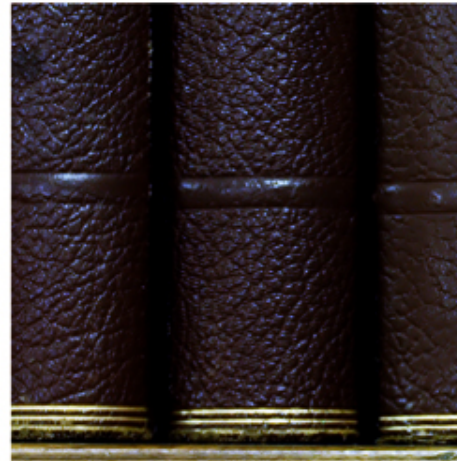
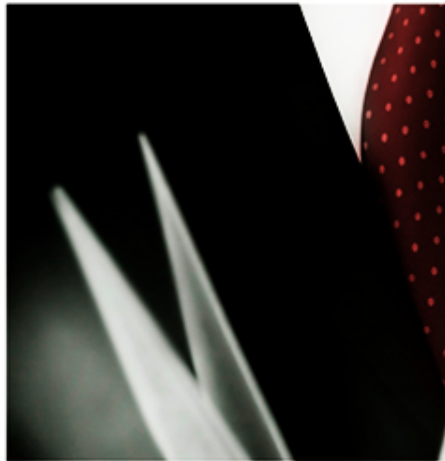


# Developing Student Achievement Goals

Connecting Teacher Performance to Academic Progress



# Goals & Objectives for *Developing Student Achievement Goals* Training

## Goal

- The goal of *Developing Student Achievement Goals* PowerPoint is to introduce teachers to a process for setting student achievement goals as required in the new teacher evaluation process.

## Objectives:

- Develop one idea to possibly use as your student achievement goal for 2012-2013 school year.
- Analyze goal to determine if it meets the requirements of a SMART goal.

# Why Measure Student Academic Progress?

## Performance Standard 7: Student Academic Progress




The Uniform Performance Standards and Evaluation Criteria incorporates student academic progress as a component in the evaluation process because it:

- Provides a focus on student results
- Connects teaching and learning
- Improves instructional practices & performance
- Can serve as meaningful feedback for instructional improvement

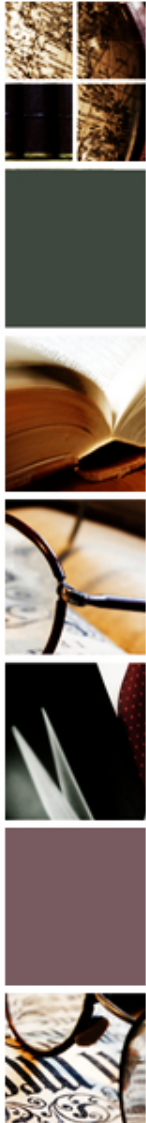
It is significant to understand the impact we can have on the progress of our students.



# What research says about goal setting for student achievement?

- 
- Linked to mastery learning
  - Linked to enhancing pre-requisite skills
  - Linked to assessment for learning
  - Linked to standards-based performance assessment
  - Linked to standards-based instruction
  - Linked to data-based decision-making

# Developing Student Achievement Goals – Why?

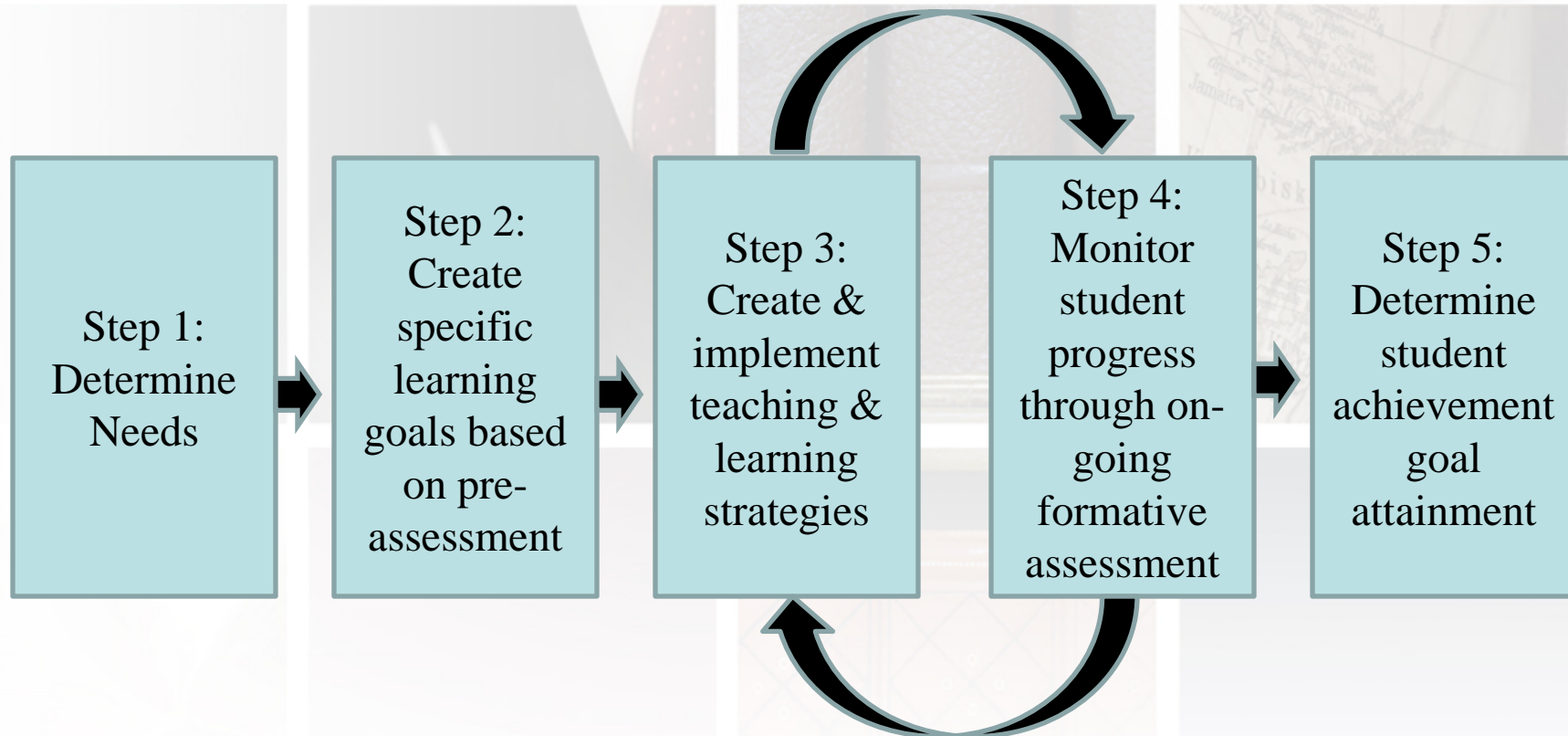


Student academic progress (Performance Standard 7) will be measured through student achievement goals set by the teacher. **This is a significant component of the teacher evaluation process comprising 40% of the overall evaluation.**

Teachers must become proficient in setting, monitoring, and achieving student achievement goals as part of the teacher evaluation process.


This PowerPoint will provide training on the goal setting process and serve as a resource as teachers begin to develop student achievement goals.

# What is the Goal Setting Process?





# SCPS Goal Setting for Student Progress



Refer to Goal  
Setting for  
Student Progress  
Form in SCPS  
Teacher  
Evaluation  
Manual

## Directions:

- I. Setting:** Describe the population & special circumstances of goal setting
- II. Identify the Content Area:** The area/topic addressed based on learner achievement, learner or program progress, or observational data
- III. Provide baseline data:** Determine the learners' baseline data (where they are now) using the following process: collect & review data; analyze data; interpret data; determine needs
- IV. Write goal statements:** What do you want learners to accomplish? Select an emphasis for your goal; develop an annual goal
- V. Means for attaining the goal:** Activities used to accomplish the goals including how progress will be measured & target dates



Step 1

# DETERMINE NEEDS



# How to Determine Needs

- Consider your individual and school goals
- Use data to make informed decisions
- Set goal(s) based on both the demands of the curriculum & needs of the students
- Align performance measures to the goals

# Determine Needs – Appropriate Measurement Tools for Assessing Student Progress

## Criterion and Norm Referenced Tests

- Advanced Placement Tests
- VA Standards of Learning
- SuccessMaker
- Phonological Awareness Literacy Screening (PALS)
- Developmental Spelling Analysis (DSA)
- Developmental Reading Assessment (DRA)
- Qualitative Reading Inventory (QRI)
- AIMS Web

## Benchmark Tests

- County Benchmark Tests based on SOLs
- CTE Competencies
- President's Physical Fitness Tests

## Teacher Assessments

- Quizzes
- Tests
- Authentic assessment / portfolios/writing samples/running records
- Grade analysis by nine weeks/interim reports
- Semester/End-of-course examinations
- Pre/Post Testing



Step 2

# CREATING SMART GOALS



# What are SMART Goals?

The acronym SMART is a useful way to self-assess a goal's feasibility and worth.



**S**

**Specific**

The goal is focused, for example, by content area, by learners' needs.

**M**

**Measurable**

An appropriate instrument / measure is selected to assess the goal.

**A**

**Appropriate**

The goal is within the teacher's control to effect change.

**R**

**Realistic**

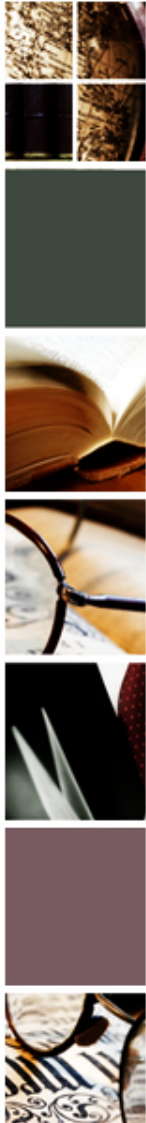
The goal is feasible for the teacher.

**T**

**Time Limited**


The goal is contained within a single school year.

# Sample SMART Goals

- 
- (Grade 1) All of my students will demonstrate growth of one academic year on the PALS assessment. Also, at least 80% of my students will be reading on or above grade level by the end of this school year.
  - (Grade 6) At least 90% of my students will demonstrate proficiency on the Grade 6 Math SOL test.
  - (Physical Education) During the school year, my sixth grade physical education students will improve performance by 20% on each of the Presidential Fitness Test sub areas.

# Developing Your Student Achievement Goal

## Now it's your turn....(Print This Page)

- 
1. Think of a student achievement goal you would like to achieve during the 2012-2013 school year. (What do you want learners to accomplish?)  
\_\_\_\_\_

1. Determine how SMART your goal is by considering each aspect:

Aspect of Goal Statement	Evidence – Questions to Consider
<b>S</b> pecific	Is it focused on a particular topic, subject, skill, etc?
<b>M</b> easurable	What can you identify to measure this goal?
<b>A</b> ppropriate	Is this goal within your ability to achieve with your students?
<b>R</b> ealistic	Can the goal be accomplished? Is it feasible?
<b>T</b> ime-Limited	Can you attain the goal within the current school year?





Step 3

# CREATE AND IMPLEMENT TEACHING & LEARNING STRATEGIES

# Means for Attaining the Goal

Think of strategies/activities that you can use to accomplish the goal(s) including how progress will be measured and determine target dates.

Examples of Strategies to Improve Student Learning
Modified teaching/work arrangement
Cooperative planning with master teachers, team members, and department members
Demonstration lessons/service delivery by colleagues, curriculum specialists, and teacher mentors
Visits to other classrooms
Use of instructional strategies (examples: differentiation, interactive planning)
Focused classroom observations
Development of curriculum supplements
Completion of workshops, conferences, and coursework
Co-teaching; collaborative teaching



Step 4

# **MONITOR STUDENT PROGRESS THROUGH ON-GOING FORMATIVE ASSESSMENT**



# Monitoring Student Progress




Monitor both student progress toward goal attainment AND strategy effectiveness.

Make adjustments to strategies as needed.

Mid-Year Review: The accomplishments of the learner are reviewed with your principal in January.

Note: It is important to continually assess your students. Don't wait until the Mid-Year Review in January. Continual assessment and as-needed adjustments will keep you on track to meet your goal(s).

# Mid-Year Review Process

- 
- Step 1: Collect & review student data.
- Step 2: Reflect on progress toward goal.
- Step 3: Reflect on effectiveness of strategies.
- Step 4: Principal will schedule mid-year review.
- Step 4: Be prepared to describe goal progress & other relevant data.
- Step 5: Complete Mid-Year Review section on *Goal Setting for Student Progress* form
- Step 6: Adjust strategies as applicable.



Step 5

# DETERMINE STUDENT ACHIEVEMENT GOAL ATTAINMENT



# End of Year Interim Report for Summative Report



The accomplishments of the learner are reviewed at the end of the school year.

At the end of the school year, please submit appropriate data to show progress toward your goal(s) to the school principal.

# What's Next?



This PowerPoint was designed as an introduction to student achievement goal-setting.

Face-to-face training will occur during the “Back to School” week, at the building level, and at regional trainings.

# Professional Development Certificate

## SCOTT COUNTY SCHOOLS 2012-2013

Name: \_\_\_\_\_

Please sign, date, and keep this certificate and the slide labeled “Developing Your Student Achievement Goal” for 1 hour of professional development.

I have completed the *Developing Student Achievement Goals* PowerPoint training.

---

Signature

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Date



# References



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