

## Goal Setting for Small Learning Communities

### Types of Goals:

- **Student Achievement Goals** – An achievement goal identifies what indicators are to be targeted by strategies for improving overall student achievement.
- **Student Equity Goals** – An equity goal identifies what indicators and which group of students are to be targeted by different strategies for eliminating the achievement gap.

At our December Leadership Council, we brainstormed measurements we could use to determine improved achievement:

Attendance	HW completion and test readiness
CSU and UC eligibility	Enrollment in AP classes
Performance on AP tests	Portfolio
STAR test	Track specific subjects like we're doing in math
Exit exam	Graduation rate

We then went to our constituent groups for input, and to find data from which to develop an analysis we could use to determine our Achievement Goal.

### Recommended Process for developing a school-wide goal:

- Identify a high-leverage problem(s) that needs to be addressed: (
- Define key actions that would impact that problem.
- Focus in on one (or several) key strategies that the group is committed to implementing and really follow through on effectively.
- A powerful theory of action often will address several domains:
  - Classroom practice (and related professional development)
  - School organization/design
  - Community partnerships
- State your theory of action in “If.. then...” terms.

### Characteristics of “SMART Goals”:

- Specific: states exactly what is to be measured
- Measurable: states the expectation quantitatively (#'s and/or %'s)
- Attainable: can reasonably expect to accomplish this goal
- Relevant: connected to the identified challenge and theory of action
- Timely: states by when and how often

CP Academy Achievement Goal Options Chart

<b>Achievement Goal</b>				
Will improve all students' achievement, in an area where many need improvement				
Is focused on a high leverage area, that will affect student performance in many classes				
Helps all students be more prepared for college				
Helps CP Academy leaders determine where to allocate resources				
Is Measurable (By what means?)				
Is Achievable (with what resources, in how long?)				