

## District Goals?

Schools at all levels use a variety of “statements” to guide their day-to-day operations and direct long term aspirations. These include Vision/Mission/Philosophy statements, and Goals.

Goals are different from general philosophical statements or mission / vision statements. Each have their place and purpose.

Educators are often asked to either submit a written philosophy of education as part of their interview, hire, or evaluation process. Sometimes they are even asked to explain and justify that philosophy in a live interview. These are important as they reflect an educators general approach to the classroom / professional environment and provide valuable information during hiring / evaluation time as a window into an educators “mindset” and fit with the faculty and school organization.

Handout “Philosophies of Education – Examples”

All sound great and you’d want to see these characteristics in your faculty and classrooms. They are NOT goals as written. They are aspirations. What is missing?

These statements are neither specific or measurable. Often fall into the affective realm. They ARE observable and are an important aspect of regular peer/supervisorial classroom observations.

What is the Affective Realm?

- The area of human experience that deals with feelings, attitudes, perceptions, intentions, and emotions.
- Applies to the feeling-response or general reaction to an object or idea.
- How individuals perceive their social environment and how they interact within it.
- Often highly subjective and difficult to quantify

Goals on the other hand are much more carefully defined, specific, relevant to actual conditions/issues in the classroom (or district), and data driven. Best practice across all industrial / governmental, and professional environments recommends the use of SMART goals.

SMART Handout.

If we are to be a goal driven and data oriented organization, then goals should reflect relevant objective data and inform the use of district resources. In other words, the budget process MUST align with the districts goals as should the superintendents evaluation process.

### Smart Goals for Educators

Each year, every member of our faculty are asked to submit 3 SMART goals as part of their job performance / yearly evaluation process.

- Two must address the needs of the students as revealed by data available to the faculty.
- One is intended address the personal and professional growth of the faculty member.

All three goals must be supported by data and address either specific deficits in student achievement or school improvement goals. They must be written in SMART format to be acceptable.

What SMART modeled goals could we adopt that would address actual problems, challenges, or aspirations *for our district*? A little introspection is a good thing!

Discussion

Possibilities?

1. Building a positive atmosphere and environment throughout the district at all levels?
  - a. PBIS (more than just bullying)
  - b. Public relations
  - c. Communication
2. Attracting highly qualified faculty and staff.
3. Renovation of classrooms? (where students spend 90% of their time!)
4. Others?