
MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
Intended Outcomes:

- Understand the role of goal-setting in the evaluation cycle
- Understand developmental process for S.M.A.R.T. goals
- Develop two S.M.A.R.T. goals specific to your role
  - Professional Practice Goal
  - Student Learning Goal
Materials

★ Goal Statement Templates
  ★ Professional Practice Goal
  ★ Student Learning Goal

★ Evaluation Rubric
  ★ Classroom Teacher, SISP, School-Level Administrator, and/or Superintendent Rubric
Agenda

- The New Evaluation Framework: Where do goals fit in?
- What is a S.M.A.R.T. goal?
- Professional Practice Goals
- BREAK
- Student Learning Goals
The MA Educator Evaluation Framework:
Where do goals fit in?
Summative Evaluation: Did I meet my goals? Did I perform in accordance with the 4 Standards? What should I focus on next year?

Self-Assess: What do our students need? Where do I excel? Where would I like to grow? What are my school or district’s priorities?

Self-Assessment

Goal Setting: What will I focus on this year? How will I reach my goals?

Implementation of the Plan

Take Action: Educator works toward his/her goals. Evaluator begins to assess performance.

Check In: Based on the evidence, how am I doing?
Today’s focus is...

Step 1: Self Assessment
- Conduct Self-Assessment
- Determine Goal Topics

Step 2a: Goal Setting
- Craft S.M.A.R.T. Goal Statement

Step 2b: Educator Plan
- Develop Educator Plan
Team vs. Individual Goals

Consider the following:

- **Early Learnings**: team goals support collaboration, shared responsibilities, and coherence around common objectives.

- **Team types**: can be comprised of similar or different educators (job-alike teams, cross-teams w/ individualized action steps, etc).

- **Customizing**: specific area of focus that’s relevant to individuals (non-PTS teachers, role-specific educators, struggling educators).
What makes a goal S.M.A.R.T.? 
What makes a goal S.M.A.R.T.?

- **Specific and Strategic**
- **Measurable**
- **Action-oriented**
- **Rigorous, Realistic & Results-focused**
- **Timed and Tracked**
Who says you have to go in order?

- **Action-oriented**
- **Timed and Tracked**
- **Specific and Strategic**
- **Measurable**
- **Rigorous, Realistic, Results-focused**
Breaking down S.M.A.R.T...  

1. **Why** is this topic/focus important?  
   *STRATEGIC*  
2. **What/ who** will benefit and how?  
   *SPECIFIC, RIGOROUS, RESULTS-FOCUSED*  
3. **When** will I achieve this goal?  
   *REALISTIC, TIMED*  
4. **How** will I demonstrate progress toward this goal?  
   *ACTION-ORIENTED, TRacked*  
5. **How** will I know the goal has been achieved?  
   *MEASURABLE*
Two Types of Goals

**Professional Practice Goal**
- Focus on your professional growth opportunity – what do you, as an educator, want to get better at or learn more about?
  - If I achieve this goal, how will it improve my professional practice and knowledge?
  - No requirement to connect to student learning goal

**Student Learning Goal**
- Focus on the needs of the students – what’s the greatest area of need for support?
  - All students? Subset of students?
  - What’s my history of supporting students in this area?
Professional Practice Goals
Identify/Clarify a focus or goal topic

[Draw upon specific Indicators or elements from your performance rubric]

INDIVIDUAL or TEAM Goal?

10 MINUTES
1. Why is this topic/focus important?
Draft Initial Goal Objective

[bullets or phrases]
2. **What** skills, knowledge, or practice will I/we acquire or develop through achieving this goal? *Be specific!*
3. **When** will I/we achieve this goal?

Agree on 1 or 2 year time period. Consider how this will affect the scope of your goal.
4. **How** will I/we demonstrate progress toward this goal?
5. **How** will I/we know the goal has been achieved?

Measurable

Outcome Measure

5 MINUTES
Draft Final Goal Statement

[Draw from responses to Prompts #1-5]

Transfer to chart paper

15 MINUTES
Part I: Wrap Up

⭐ Transfer goal statement to chart paper

⭐ Post chart paper on wall

⭐ Group Share
Student Learning Goals
Identify/Clarify a focus or goal topic

[Area of student learning, performance, behavior, etc]

INDIVIDUAL or TEAM Goal?

5 MINUTES
1. **Why** is this topic/focus important?
Draft Initial Goal Objective

[bullets or phrases]
2. **What** students (subgroup, class, grade span, etc) are the focus of this goal?

*Be specific!*
3. **When** will I/we achieve this goal?

Agree on 1 or 2 year time period. Consider how this will affect the scope of your goal.
4. **How** will I/we demonstrate progress toward this goal?

Action-Oriented, Tracked

5 MINUTES
5. **How** will I/we know the goal has been achieved?
Draft Final Goal Statement

[Draw from responses to Prompts #1-5]
Part II: Wrap Up

- Transfer goal statement to chart paper
- Post chart paper on wall
- Group Share
Thank you!