A Sample Professional Practice Goal for a Principal

Goal Statement for Classroom Observation and Feedback: I will manage my time more effectively in order to increase the frequency and impact of classroom observations by learning how to do 10-minute observations with feedback and conducting eight per week, on average.

Key Actions

1. By September 1st, I will develop a schedule and method for logging at least eight classroom observations with feedback per week between October 15th and Memorial Day.

2. By October 15th, I will study with colleague principals and my administrative team how to conduct 10-minute unannounced observations and write brief, useful feedback.

3. By January 1st, I will share at least 5 (anonymous) samples of feedback I’ve written with principal colleagues and/or the superintendent, and analyze their feedback.

4. In January and again in June, I will solicit anonymous feedback from teachers about their perceptions of the usefulness of the unannounced visits and feedback.

Benchmarks

1. Log demonstrates at least 8 observations with feedback weekly, on average, between October 15th and May 20th. (process)
Goal 1: Professional Learning Communities. By June 2014, at least half of our teachers will be working in a professional learning community that is focused on improving student learning and is supporting them to improve their practice.

Goal 2: Fair Teacher Evaluation. By June 2013, all members of the leadership team, including teacher leaders, will be able to describe and assess teaching practice they observe consistently, using the district’s rubric of effective teaching practice.

Goal 3: Curriculum Frameworks Alignment. Starting in September 2013, every student will be taught curriculum that is fully aligned with the revised MA Curriculum Frameworks for Mathematics and English Language Arts.

Goal 4: College & Career Readiness. By June 2013, the percentage of students who graduate having completed the MassCORE graduation requirements will increase by 5 percent.

Goal 5: Goal Setting. By December 1, 2012, all principals and department heads will be pursuing a challenging yet realistic team goal to improve professional practice.

Goal 6: Achievement Gap (Mathematics). By September 2013, our achievement gap in mathematics, as measured by the percentage of students taking and passing algebra in grade 8 will be reduced by __ percent.

Goal 7: College Readiness. By June 2013, the percentage of students taking Advanced Placement tests will grow by at least __ percent, and the percentage earning scores of 3 or higher on Advanced Placement tests will increase by __ percent.

Goal 8: Student Growth (ELA). The median MCAS Student Growth Percentile (SGP) score for ELA will increase by ___ percent in all grade levels.

Goal 9: English Language Proficiency. By June 2013, 2/3 of our English language learners will make progress toward English language proficiency by advancing at least one level on the Massachusetts English Proficiency Assessment (MEPA).

Goal 10: Meeting Leadership. I will develop more effective ways to address basic administrative tasks so that leadership team meetings can focus more on instructional improvement—75 percent of my leadership team meetings will have an academic focus lasting at least 30 minutes that engages members of the team in a discussion and/or activity that results in improved understanding of high-quality supervision and evaluation.

Goal 11: Classroom Observation. I will manage my time more effectively in order to increase the frequency and impact of classroom observations by learning how to do 10-minute observations and conducting eight visits with feedback per week, on average.