Student learning is the most important success measure for teachers, schools, and districts. Maximizing student learning begins with setting meaningful goals for students through a thoughtful process that includes two main steps: **Understand School Results** and Reflect and **Define Student Learning Expectations (Goals)**. The Louisiana Principal's Teaching and Learning Guidebook, combined with this toolkit, provide a framework for setting principal goals.

When setting principal goals, keep in mind that the letter grade scale will be raised by five SPS points in 2021-2022 and 2024-2025, increasing the minimum score needed to earn an A, B, or C. For example, a school with an estimated SPS of 75.5 (B) in 2016-2017 will need to improve by at least 4.5 SPS points to maintain a B letter grade in 2021-2022. The school would need to increase its SPS by at least 0.9 SPS points per year for the next five years to maintain its B grade. To earn an A in 2021-2022, the school would need to increase its SPS by at least 3.9 SPS points per year (19.5 points total) for five years.

Letter Grade	Scale for 2017-2018 through 2020-2021	Scale for 2021-2022 through 2023-2024	Scale for 2024-2025 and beyond
A	90.0-150.0	95.0-150.0	100.0-150.0
B	75.0-89.9	80.0-94.9	85.0-99.9
C	60.0-74.9	65.0-79.9	70.0-84.9
D	50.0-59.9	50.0-64.9	50-69.9
F	0-49.9	0-49.9	0-49.9

GOAL SETTING WORKSHEET

School:	Grade Configuration:	Principal:

Step 1: UNDERSTAND SCHOOL RESULTS & REFLECT (End of year Conversations, Standardized Assessment Summary Reports, Benchmark/Diagnostic Assessment Data, Principal Report Card, 2016-2017 Results Summary)
  - *How have we performed in the past and how does this compare to our peers?*
  - *What do we know about how our students are progressing toward their goals?*
  - *Are there certain grades and/or subjects needing more attention than others?*
  - *Is there a subgroup (e.g. special education, etc.) not making progress when compared to their peers?*
  - *What student readiness information is available and how does this inform our priorities and goals?*

Data Summary:

Identified Priority Areas and Rationale:

Baseline and Trend Data:

STEP 2: SET GOALS (Principal Report Card, 2016-2017 Results Summary, other baseline data)
  - *How will the goals I set reflect the identified priority areas?*
  - *What growth should we expect? How does this compare to past growth and that of our peers?*
  - *What level of improvement in Overall SPS reflects realistic expectations for student achievement?*
  - *What levels of improvement in one or more components of SPS reflect realistic expectations for student achievement?*

Goal #1: Overall SPS Improvement

Target Statement (reflects Full Attainment):

Insufficient Attainment of Target (1 point): demonstrated an insufficient impact on student learning by falling far short of the target.	Partial Attainment of Target (2 points): demonstrated some impact on student learning, but did not meet the target.	Full Attainment of Target (3 points): demonstrated a considerable impact on student learning by meeting the target.	Exceptional Attainment of Target (4 points): demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin.
Achievement range:	**Achievement range:**	**Achievement range:**	**Achievement range:**

Goal #2: Component of SPS Improvement

Target Statement (reflects Full Attainment):

Insufficient Attainment of Target (1 point): demonstrated an insufficient impact on student learning by falling far short of the target.	Partial Attainment of Target (2 points): demonstrated some impact on student learning, but did not meet the target.	Full Attainment of Target (3 points): demonstrated a considerable impact on student learning by meeting the target.	Exceptional Attainment of Target (4 points): demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin.
Achievement range:	Achievement range:	Achievement range:	Achievement range:

A LETTER GRADE COMBINATION SCHOOLS

2017-2018 Results Summary

SCHOOL PERFORMANCE SCORE	2017-2018 Average	Our School 2017-2018
SPS	99.5	

Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
Assessment Index	Overall (K-8 and High School)	88.9	
	K-8 ELA Assessment Index	91.8	
	High School ELA Assessment Index	95.9	
	K-8 Math Assessment Index	85	
	High School Math Assessment Index	94.5	
	K-8 Science Assessment Index	N/A	N/A
	High School Science Assessment Index	96.9	
	K-8 Social Studies Index	83	
	High School Social Studies Index	83	
Progress Index	Overall (K-8 and High School)	99.2	
	K-8 ELA Progress Index	99.7	
	High School ELA Progress Index	99.5	
	K-8 Math Progress Index	96.4	
	High School Math Progress Index	107.2	
Dropout/Credit Accumulation Index	DCAI Index	146.6	
ACT Index	Average ACT Composite	21.9	
	Average ACT Index	98.8	
Graduation Rate	4-year cohort graduation rate	96.1	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	80	
	% of graduates earning Advanced credentials	29	
	Average Strength of Diploma Index	117	

B LETTER GRADE COMBINATION SCHOOLS

2017-2018 Results Summary

SCHOOL PERFORMANCE SCORE	2017-2018 Average	Our School 2017-2018
SPS	82.6	

Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
Assessment Index	Overall (K-8 and High School)	63.4	
	K-8 ELA Assessment Index	70.4	
	High School ELA Assessment Index	71.9	
	K-8 Math Assessment Index	58.3	
	High School Math Assessment Index	65	
	K-8 Science Assessment Index	N/A	N/A
	High School Science Assessment Index	64.4	
	K-8 Social Studies Index	52.8	
	High School Social Studies Index	56.2	
Progress Index	Overall (K-8 and High School)	86.7	
	K-8 ELA Progress Index	89.6	
	High School ELA Progress Index	82.1	
	K-8 Math Progress Index	89.2	
	High School Math Progress Index	89.2	
Dropout/Credit Accumulation Index	DCAI Index	141.7	
ACT Index	Average ACT Composite	18.6	
	Average ACT Index	76.3	
Graduation Rate	4-year cohort graduation rate	87.4	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	53	
	% of graduates earning Advanced credentials	8	
	Average Strength of Diploma Index	97.5	

C LETTER GRADE COMBINATION SCHOOLS

2017-2018 Results Summary

SCHOOL PERFORMANCE SCORE	2017-2018 Average	Our School 2017-2018
SPS	68.6	

Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
Assessment Index	Overall (K-8 and High School)	48.2	
	K-8 ELA Assessment Index	55.8	
	High School ELA Assessment Index	54.9	
	K-8 Math Assessment Index	43.4	
	High School Math Assessment Index	49.1	
	K-8 Science Assessment Index	N/A	N/A
	High School Science Assessment Index	47.8	
	K-8 Social Studies Index	36.8	
	High School Social Studies Index	39.9	
Progress Index	Overall (K-8 and High School)	79.7	
	K-8 ELA Progress Index	82.8	

	High School ELA Progress Index	78.2	
	K-8 Math Progress Index	76.6	
	High School Math Progress Index	81.4	
Dropout/Credit Accumulation Index	DCAI Index	135.1	
ACT Index	Average ACT Composite	17.3	
	Average ACT Index	62.4	
Graduation Rate	4-year cohort graduation rate	78.4	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	37	
	% of graduates earning Advanced credentials	6	
	Average Strength of Diploma Index	87.1	

D LETTER GRADE COMBINATION SCHOOLS

2017-2018 Results Summary

SCHOOL PERFORMANCE SCORE	2017-2018 Average	Our School 2017-2018
SPS	56.4	

Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
Assessment Index	Overall (K-8 and High School)	39.8	
	K-8 ELA Assessment Index	49.3	
	High School ELA Assessment Index	43.5	
	K-8 Math Assessment Index	30.2	
	High School Math Assessment Index	34.7	
	K-8 Science Assessment Index	N/A	N/A
	High School Science Assessment Index	35.3	
	K-8 Social Studies Index	35.4	
	High School Social Studies Index	35.6	
Progress Index	Overall (K-8 and High School)	66.2	
	K-8 ELA Progress Index	69.3	
	High School ELA Progress Index	68.1	
	K-8 Math Progress Index	59.6	
	High School Math Progress Index	74.7	
Dropout/Credit Accumulation Index	DCAI Index	124.4	
ACT Index	Average ACT Composite	17.4	
	Average ACT Index	56.2	
Graduation Rate	4-year cohort graduation rate	61.2	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	23	
	% of graduates earning Advanced credentials	3	
	Average Strength of Diploma Index	68.3	

F LETTER GRADE COMBINATION SCHOOLS

2017-2018 Results Summary

SCHOOL PERFORMANCE SCORE	2017-2018 Average	Our School 2017-2018
SPS	29.7	

Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
Assessment Index	Overall (K-8 and High School)	27.6	
	K-8 ELA Assessment Index	37.3	
	High School ELA Assessment Index	24	
	K-8 Math Assessment Index	21.3	
	High School Math Assessment Index	16.9	
	K-8 Science Assessment Index	N/A	N/A
	High School Science Assessment Index	22.1	
	K-8 Social Studies Index	20.5	
	High School Social Studies Index	18.9	
Progress Index	Overall (K-8 and High School)	65	
	K-8 ELA Progress Index	72.5	
	High School ELA Progress Index	62.6	
	K-8 Math Progress Index	57.6	
	High School Math Progress Index	68.6	
Dropout/Credit Accumulation Index	DCAI Index	111.7	
ACT Index	Average ACT Composite	13.8	
	Average ACT Index	25.4	
Graduation Rate	4-year cohort graduation rate	11.8	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	3	
	% of graduates earning Advanced credentials	0	
	Average Strength of Diploma Index	17.1	