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 HIGH SCHOOLS

2017-2018 Results Summary

High School Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
SCHOOL PERFORMANCE SCORE (SPS)		100.6	
Assessment Index	Overall	85	
	Math (Algebra/Geometry) Index	89.2	
	English (English II and III) Index	82.1	
	Biology Index	86.5	
	U.S. History Index	76.9	
Progress Index	Overall	97.6	
	ELA Progress Index	98.6	
	Math Progress Index	96.5	
ACT Index	Average ACT Composite	21.1	
	Average ACT Index	88.3	
Graduation Rate	4-year cohort graduation rate	90.6	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	63	
	% of graduates earning Advanced credentials	25	
	Average Strength of Diploma Index	108.7	

B LETTER GRADE HIGH SCHOOLS

2017-2018 Results Summary

High School Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
SCHOOL PERFORMANCE SCORE (SPS)		83.3	
Assessment Index	Overall	67.2	
	Math (Algebra/Geometry) Index	71.4	
	English (English II and III) Index	65.9	
	Biology Index	67.9	
	U.S. History Index	56.6	
Progress Index	Overall	84.2	
	ELA Progress Index	83.1	
	Math Progress Index	85.3	
ACT Index	Average ACT Composite	19	
	Average ACT Index	73.4	
Graduation Rate	4-year cohort graduation rate	83.1	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	49	
	% of graduates earning Advanced credentials	10	
	Average Strength of Diploma Index	94.4	

C LETTER GRADE HIGH SCHOOLS

2017-2018 Results Summary

High School Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
SCHOOL PERFORMANCE SCORE (SPS)		67	
Assessment Index	Overall	46.9	
	Math (Algebra/Geometry) Index	50.8	
	English (English II and III) Index	43.8	
	Biology Index	45.1	
	U.S. History Index	42.8	
Progress Index	Overall	74.7	
	ELA Progress Index	75.3	
	Math Progress Index	74	
ACT Index	Average ACT Composite	17.3	
	Average ACT Index	55.2	
Graduation Rate	4-year cohort graduation rate	72.3	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	41	
	% of graduates earning Advanced credentials	5	
	Average Strength of Diploma Index	81.4	

D LETTER GRADE HIGH SCHOOLS

2017-2018 Results Summary

High School Student Achievement Data Component		2017-2018 Averages	Our School 2017-2018
SCHOOL PERFORMANCE SCORE (SPS)		55.4	
Assessment Index	Overall	34.9	
	Math (Algebra/Geometry) Index	38.5	
	English (English II and III) Index	32.3	
	Biology Index	33	
	U.S. History Index	31.6	
Progress Index	Overall	67.6	
	ELA Progress Index	66.1	
	Math Progress Index	69.4	
ACT Index	Average ACT Composite	16.4	
	Average ACT Index	42.5	
Graduation Rate	4-year cohort graduation rate	62.8	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	35	
	% of graduates earning Advanced credentials	2	
	Average Strength of Diploma Index	70	

F LETTER GRADE HIGH SCHOOLS

2017-2018 Results Summary

High School Student Achievement Data Component	2017-2018 Averages	Our School 2017-2018

SCHOOL PERFORMANCE SCORE (SPS)		32.8	
Assessment Index	Overall	25.8	
	Math (Algebra/Geometry) Index	29.2	
	English (English II and III) Index	26.3	
	Biology Index	23.6	
	U.S. History Index	17.9	
Progress Index	Overall	69.1	
	ELA Progress Index	66.7	
	Math Progress Index	72.1	
ACT Index	Average ACT Composite	14.8	
	Average ACT Index	27.9	
Graduation Rate	4-year cohort graduation rate	42.9	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	14	
	% of graduates earning Advanced credentials	0	
	Average Strength of Diploma Index	93.9	