

Principal Goal Setting ToolKit: High Schools

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).

This scale is important to bear in mind when formulating SPS goals. Please see the table below to determine the letter grade scale being used for the current and future years through 2025. Letter grade scales for the new accountability system that will be implemented in 2025-2026 will be set using simulated grades to be released with 2025 school performance scores.

| Letter Grade | Scale for 2017-2018 through 2023-2024 | Scale for Regular Schools 2024-2025 | Scale for Alternative Schools 2024-2025 |
|--------------|---------------------------------------|-------------------------------------|---|
| A | 90.0-150.0 | 90.0-150.0 | 95.0-150.0 |
| B | 75.0-89.9 | 75.0-89.9 | 80.0-94.9 |
| C | 60.0-74.9 | 60.0-74.9 | 65.0-79.9 |
| D | 50.0-59.9 | 50.0-59.9 | 50.0-64.9 |
| 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, Assessment Data, Principal Report Card, 2022-2023 Scores) <ul style="list-style-type: none"> - 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 student (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, 2022-2023 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):

| | | | | |
|---|--|---|---|--|
| Ineffective (1 point) Demonstrated an insufficient impact on student learning by falling short of the target. | Emerging (2 points) Demonstrated some impact on student learning, but did not meet the target. | Proficient (3 points) Demonstrated a considerable impact on student learning by meeting the target. | Highly Effective (4 points) Demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin. | Exemplary (5 points) Demonstrated an exceptional impact on student learning by surpassing the target by an outstanding margin. |
| Achievement Range: | Achievement Range: | Achievement Range: | Achievement Range: | Achievement Range: |

STEP 2: SET GOALS (Principal Report Card, 2022-2023 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 #2: Component of SPS Improvement

Target Statement (reflects Full Attainment):

| | | | | |
|---|--|---|---|--|
| Ineffective (1 point) Demonstrated an insufficient impact on student learning by falling short of the target. | Emerging (2 points) Demonstrated some impact on student learning, but did not meet the target. | Proficient (3 points) Demonstrated a considerable impact on student learning by meeting the target. | Highly Effective (4 points) Demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin. | Exemplary (5 points) Demonstrated an exceptional impact on student learning by surpassing the target by an outstanding margin. |
| Achievement Range: | Achievement Range: | Achievement Range: | Achievement Range: | Achievement Range: |

HIGH SCHOOLS WITH SPS OF 90-150

2022-2023 Results Summary

| High School Student Achievement Data Component | | 2022-2023 Averages | Our School 2022-2023 | Our School 2023-2024 | Our 2024-2025 Goal |
|--|--|--------------------|----------------------|----------------------|--------------------|
| SCHOOL PERFORMANCE SCORE (SPS) | | 101.1 | | | |
| Assessment Index | Overall | 78.7 | | | |
| | ELA (English I and II) Assessment Index | 87.1 | | | |
| | Math (Algebra/Geometry) Assessment Index | 79.5 | | | |
| | Biology Assessment Index | 72.8 | | | |
| | U.S. History Assessment Index | 71.5 | | | |
| | % Mastery and Above ELA | 61 | | | |
| | % Mastery and Above Math | 52 | | | |
| Progress Index | Overall | 95.4 | | | |
| | ELA Progress Index | 96.1 | | | |
| | Math Progress Index | 94.6 | | | |
| Interests and Opportunities | Overall | 130.1 | | | |
| ACT Index | Average ACT Composite | 20.1 | | | |
| | Average ACT Index | 81.9 | | | |
| Graduation Rate | 4-year cohort graduation rate | 92.4 | | | |
| Strength of Diploma | % of graduates earning Advanced or Basic credentials | 74 | | | |
| | % of graduates earning Advanced credentials | 33 | | | |
| | Average Strength of Diploma Index | 114.6 | | | |

HIGH SCHOOLS WITH SPS OF 75-89.9

2022-2023 Results Summary

| High School Student Achievement Data Component | | 2022-2023 Averages | Our School 2022-2023 | Our School 2023-2024 | Our 2024-2025 Goal |
|--|--|--------------------|----------------------|----------------------|--------------------|
| SCHOOL PERFORMANCE SCORE (SPS) | | 83.9 | | | |
| Assessment Index | Overall | 57.5 | | | |
| | ELA (English I and II) Assessment Index | 66 | | | |
| | Math (Algebra/Geometry) Assessment Index | 58.6 | | | |
| | Biology Assessment Index | 53.8 | | | |
| | U.S. History Assessment Index | 45.3 | | | |
| | % Mastery and Above ELA | 41 | | | |
| | % Mastery and Above Math | 32 | | | |
| Progress Index | Overall | 84.2 | | | |
| | ELA Progress Index | 85.6 | | | |
| | Math Progress Index | 82.7 | | | |
| Interests and Opportunities | Overall | 121.5 | | | |
| ACT Index | Average ACT Composite | 17.3 | | | |
| | Average ACT Index | 61.1 | | | |
| Graduation Rate | 4-year cohort graduation rate | 86.1 | | | |
| Strength of Diploma | % of graduates earning Advanced or Basic credentials | 58 | | | |
| | % of graduates earning Advanced credentials | 14 | | | |
| | Average Strength of Diploma Index | 99.5 | | | |

HIGH SCHOOLS WITH SPS OF 60-74.9

2022-2023 Results Summary

| High School Student Achievement Data Component | | 2022-2023 Averages | Our School 2022-2023 | Our School 2023-2024 | Our 2024-2025 Goal |
|--|--|--------------------|----------------------|----------------------|--------------------|
| SCHOOL PERFORMANCE SCORE (SPS) | | 68.4 | | | |
| Assessment Index | Overall | 40.6 | | | |
| | ELA (English I and II) Assessment Index | 49.3 | | | |
| | Math (Algebra/Geometry) Assessment Index | 37.7 | | | |
| | Biology Assessment Index | 40.5 | | | |
| | U.S. History Assessment Index | 33.5 | | | |
| | % Mastery and Above ELA | 28 | | | |
| | % Mastery and Above Math | 15 | | | |
| Progress Index | Overall | 75 | | | |
| | ELA Progress Index | 76.8 | | | |
| | Math Progress Index | 72.9 | | | |
| Interests and Opportunities | Overall | 108.3 | | | |
| ACT Index | Average ACT Composite | 16.1 | | | |
| | Average ACT Index | 45.6 | | | |
| Graduation Rate | 4-year cohort graduation rate | 73.9 | | | |
| Strength of Diploma | % of graduates earning Advanced or Basic credentials | 45 | | | |
| | % of graduates earning Advanced credentials | 12 | | | |
| | Average Strength of Diploma Index | 85.6 | | | |

HIGH SCHOOLS WITH SPS OF 50-59.9

2022-2023 Results Summary

| High School Student Achievement Data Component | | 2022-2023 Averages | Our School 2022-2023 | Our School 2023-2024 | Our 2024-2025 Goal |
|--|--|--------------------|----------------------|----------------------|--------------------|
| SCHOOL PERFORMANCE SCORE (SPS) | | 55.3 | | | |
| Assessment Index | Overall | 28.1 | | | |
| | ELA (English I and II) Assessment Index | 35.4 | | | |
| | Math (Algebra/Geometry) Assessment Index | 22.2 | | | |
| | Biology Assessment Index | 30.3 | | | |
| | U.S. History Assessment Index | 20 | | | |
| | % Mastery and Above ELA | 18 | | | |
| | % Mastery and Above Math | 7 | | | |
| Progress Index | Overall | 67.6 | | | |
| | ELA Progress Index | 69.2 | | | |
| | Math Progress Index | 65.7 | | | |
| Interests and Opportunities | Overall | 114.5 | | | |
| ACT Index | Average ACT Composite | 14.7 | | | |
| | Average ACT Index | 30.9 | | | |
| Graduation Rate | 4-year cohort graduation rate | 66.3 | | | |
| Strength of Diploma | % of graduates earning Advanced or Basic credentials | 27 | | | |
| | % of graduates earning Advanced credentials | 2 | | | |
| | Average Strength of Diploma Index | 74.5 | | | |

HIGH SCHOOLS WITH SPS OF 0-49.9

2022-2023 Results Summary

| High School Student Achievement Data Component | | 2022-2023 Averages | Our School 2022-2023 | Our School 2023-2024 | Our 2024-2025 Goal |
|--|--|--------------------|----------------------|----------------------|--------------------|
| SCHOOL PERFORMANCE SCORE (SPS) | | 43.6 | | | |
| Assessment Index | Overall | 32.1 | | | |
| | ELA (English I and II) Assessment Index | 43.6 | | | |
| | Math (Algebra/Geometry) Assessment Index | 28.2 | | | |
| | Biology Assessment Index | 31 | | | |
| | U.S. History Assessment Index | 21.7 | | | |
| | % Mastery and Above ELA | 24 | | | |
| | % Mastery and Above Math | 6 | | | |
| Progress Index | Overall | 71.1 | | | |
| | ELA Progress Index | 73.5 | | | |
| | Math Progress Index | 68.1 | | | |
| Interests and Opportunities | Overall | 68.5 | | | |
| ACT Index | Average ACT Composite | 15 | | | |
| | Average ACT Index | 23.7 | | | |
| Graduation Rate | 4-year cohort graduation rate | 49.4 | | | |
| Strength of Diploma | % of graduates earning Advanced or Basic credentials | 7 | | | |
| | % of graduates earning Advanced credentials | 0 | | | |
| | Average Strength of Diploma Index | 55.2 | | | |