### Sample of School Goals vs. Personal Goals

**(Example 1)** **School Goal:** I will create PLCs at each grade level and implement a checklist for monitoring the progress of PLCs

**Restated as a Personal Goal:**

<table>
<thead>
<tr>
<th>Goal</th>
<th>Key Activity/Strategies</th>
<th>Outcomes</th>
<th>Time Line for Measuring Goal Outcomes</th>
</tr>
</thead>
</table>
| I will increase my knowledge and skill in facilitating the development of effective PLCs in my school. | - Attend the Dufours’ training  
- Read Learning by Doing  
- Participate in collegial conversations  
- Invite coaching by Marion Bish  
- Attend a Google Docs training | 1. A spreadsheet or Google Doc to collect PLC data  
2. A schedule for adm. to attend PLC meetings  
3. Master schedule that includes common planning and intervention time  
4. CFA data analysis and action plan  
5. Improvement in EOG score  
6. Artifacts that provide evidence of movement from Developing to Proficient on Standard 4a. | 1. September 1, 2012  
2. August 20, 2012  
3. August 1, 2012  
4. Bi-weekly in 2012-13  
5. June 1, 2013  

**(Example 2)** **School Goal:** I will promote teacher retention through continuous assessment, observation, and dialogue.

**Restated as a Personal Goal:**

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| I will improve my effectiveness in retaining teachers at my school. | - Read articles about teacher retention in professional journals  
- Read articles about effective hiring practices in professional journals  
- Engage in conversations with other principals who have high teacher retention rates in schools like mine  
- Attend a workshop on teacher retention at a professional conference  
- Request support from HR  
- Attend PD offered by HR on mentoring new teachers | 1. Monthly meetings with new teachers  
2. CWTs  
3. Formal observations  
4. Data from TWC surveys  
5. Improvement of teacher retention rate from 80% to 90%. | 1. Second Monday of each month  
2. Weekly in 2012-13  
3. According to evaluation schedule in 2012-13  
5. September 1, 2013 |
### Additional samples from the PK-12 meeting on 04-24-12

<table>
<thead>
<tr>
<th>Goal</th>
<th>Key Activity/Strategies (What you need to accomplish the goal)</th>
<th>Outcomes (Measurement)</th>
<th>Time Line for Measuring Goal Outcomes</th>
</tr>
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<tbody>
<tr>
<td>I will improve my knowledge of effective interventions at the (ES, MS, HS) level.</td>
<td>• Read journal articles&lt;br&gt;• Invite coaching (Beth Kolb)&lt;br&gt;• Participate in conversations with other administrators&lt;br&gt;• Schedule site visits to other RtI schools</td>
<td>Growth on AIMSweb scores</td>
<td>AIMSweb reports—Fall, Winter, Spring 2012-13</td>
</tr>
<tr>
<td>I will increase my knowledge of the Common Core and its integration into the K-5 classroom</td>
<td>• Participate in DPI webinars&lt;br&gt;• Attend conferences&lt;br&gt;• View ACRE video modules&lt;br&gt;• Read professional journals&lt;br&gt;• Collaborate w/other administrators&lt;br&gt;• Collaborate with Instructional Specialists</td>
<td>• Schedules for collaborative meetings&lt;br&gt;• Report back to staff findings from video modules and conferences&lt;br&gt;• Reflection journal&lt;br&gt;• Agendas from staff meetings/trainings addressing Common Core&lt;br&gt;• PPT developed in collaboration with Instructional Specialists&lt;br&gt;• Improvement in EOG scores</td>
<td>• On-going, 2012-13&lt;br&gt;• Quarterly, 2012-13&lt;br&gt;• June, 2013&lt;br&gt;• Ongoing, 2012-13&lt;br&gt;• October, 2012&lt;br&gt;• June, 2013</td>
</tr>
<tr>
<td>I will develop my understanding of the workshop model (math).</td>
<td>• Attend conference&lt;br&gt;• Read professional literature&lt;br&gt;• Observe at sites where math workshop is implemented with fidelity</td>
<td>1. Lead professional development at school&lt;br&gt;2. Model lessons for teachers&lt;br&gt;3. Provide support during PLCs</td>
<td>1. July 16, 2012 &lt;br&gt;<em>(conference in Hawaii)</em>&lt;br&gt;2. Ongoing&lt;br&gt;3. Weekly</td>
</tr>
</tbody>
</table>