**Principal Goal Setting Toolkit: Combination 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)**. The [Louisiana Principal’s Teaching and Learning Guidebook](http://www.louisianabelieves.com/docs/default-source/teacher-toolbox-resources/2015-louisiana-principals%27-teaching-learning-guidebook.pdf?sfvrsn=2), combined with this toolkit, provide a framework for setting principal goals.

Due to the transition to Louisiana’s new accountability formula in 2017-2018, data on historical trends in School Performance Score gains are not available at this time. This document provides a breakdown of average performance under the new accountability formula based on 2016-2017 results.

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.

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| **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**

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| **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?*
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| **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**

**2016-2017 Results Summary (Simulated Estimates under New Accountability Formula)**

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| --- | --- | --- |
| **SCHOOL PERFORMANCE SCORE** | **2016-2017 Average** | **Our School 2016-2017** |
|
| **SPS** | 101.1 |  |

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| **K-8****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **Assessment Index** | Overall  | 92.4 |  |
| ELA Assessment Index | 97.4 |  |
| Math Assessment Index | 91.4 |  |
| Science Assessment Index | 85.9 |  |
| Social Studies Index | 85.7 |  |
| **Progress Index** | ELA: % of students on track to Mastery/Advanced | 44% |  |
| Math: % of students on track to Mastery/Advanced | 33% |  |
| **Dropout/Credit Accumulation Index** | DCAI Index | 144.6 |  |

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| --- | --- | --- |
| **High School****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **EOC\* Assessment Index** | Overall Index | 100.2 |  |
| Math (Algebra/Geometry) Index | 103 |  |
| English (English II and III) Index | 105.3 |  |
| Biology Index | 97.1 |  |
| U.S. History Index | 88.1 |  |
| **EOC Progress Index** | Average Progress Index | 111.5 |  |
| **ACT Index** | Average ACT Composite | 21.9 |  |
| Average ACT Index | 94 |  |
| **Graduation Rate** | 4-year cohort graduation rate | 92.9% |  |
| **Strength of Diploma** | % of graduates earning Advanced or Basic credentials | 65% |  |
| % of graduates earning Advanced credentials | 22% |  |
| Average Strength of Diploma Index | 109.5 |  |

\*Due to the transition to LEAP 2025 five-level assessments, 2016-2017 EOC results may not be comparable to 2017-2018 results.

**B Letter Grade COMBINATION schools**

**2016-2017 Results Summary (Simulated Estimates under New Accountability Formula)**

|  |  |  |
| --- | --- | --- |
| **SCHOOL PERFORMANCE SCORE** | **2016-2017 Average** | **Our School 2016-2017** |
|
| **SPS** | 82.4 |  |

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| --- | --- | --- |
| **K-8****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **Assessment Index** | Overall  | 63.2 |  |
| ELA Assessment Index | 71.4 |  |
| Math Assessment Index | 59.7 |  |
| Science Assessment Index | 62.3 |  |
| Social Studies Index | 53.1 |  |
| **Progress Index** | ELA: % of students on track to Mastery/Advanced | 32% |  |
| Math: % of students on track to Mastery/Advanced | 21% |  |
| **Dropout/Credit Accumulation Index** | DCAI Index | 139 |  |

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| --- | --- | --- |
| **High School****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **EOC\* Assessment Index** | Overall Index | 74.4 |  |
| Math (Algebra/Geometry) Index | 78 |  |
| English (English II and III) Index | 75.9 |  |
| Biology Index | 65.6 |  |
| U.S. History Index | 73.2 |  |
| **EOC Progress Index** | Average Progress Index | 93.4 |  |
| **ACT Index** | Average ACT Composite | 19.1 |  |
| Average ACT Index | 76.1 |  |
| **Graduation Rate** | 4-year cohort graduation rate | 86.3% |  |
| **Strength of Diploma** | % of graduates earning Advanced or Basic credentials | 52% |  |
| % of graduates earning Advanced credentials | 8% |  |
| Average Strength of Diploma Index | 96.6 |  |

\*Due to the transition to LEAP 2025 five-level assessments, 2016-2017 EOC results may not be comparable to 2017-2018 results.

**C Letter Grade COMBINATION schools**

**2016-2017 Results Summary (Simulated Estimates under New Accountability Formula)**

|  |  |  |
| --- | --- | --- |
| **SCHOOL PERFORMANCE SCORE** | **2016-2017 Average** | **Our School 2016-2017** |
|
| **SPS** | 69.4 |  |

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| --- | --- | --- |
| **K-8****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **Assessment Index** | Overall  | 49.2 |  |
| ELA Assessment Index | 59.1 |  |
| Math Assessment Index | 45.8 |  |
| Science Assessment Index | 46.5 |  |
| Social Studies Index | 37.7 |  |
| **Progress Index** | ELA: % of students on track to Mastery/Advanced | 27% |  |
| Math: % of students on track to Mastery/Advanced | 17% |  |
| **Dropout/Credit Accumulation Index** | DCAI Index | 127.9 |  |

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| **High School****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **EOC\* Assessment Index** | Overall Index | 52.6 |  |
| Math (Algebra/Geometry) Index | 61.7 |  |
| English (English II and III) Index | 47.5 |  |
| Biology Index | 39.9 |  |
| U.S. History Index | 56.3 |  |
| **EOC Progress Index** | Average Progress Index | 78.2 |  |
| **ACT Index** | Average ACT Composite | 18 |  |
| Average ACT Index | 63.3 |  |
| **Graduation Rate** | 4-year cohort graduation rate | 77.6% |  |
| **Strength of Diploma** | % of graduates earning Advanced or Basic credentials | 33% |  |
| % of graduates earning Advanced credentials | 4% |  |
| Average Strength of Diploma Index | 85.2 |  |

\*Due to the transition to LEAP 2025 five-level assessments, 2016-2017 EOC results may not be comparable to 2017-2018 results.

**D Letter Grade COMBINATION schools**

**2016-2017 Results Summary (Simulated Estimates under New Accountability Formula)**

|  |  |  |
| --- | --- | --- |
| **SCHOOL PERFORMANCE SCORE** | **2016-2017 Average** | **Our School 2016-2017** |
|
| **SPS** | 54.6 |  |

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| --- | --- | --- |
| **K-8****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **Assessment Index** | Overall  | 34.8 |  |
| ELA Assessment Index | 44.1 |  |
| Math Assessment Index | 27.4 |  |
| Science Assessment Index | 36.9 |  |
| Social Studies Index | 27.6 |  |
| **Progress Index** | ELA: % of students on track to Mastery/Advanced | 17% |  |
| Math: % of students on track to Mastery/Advanced | 9% |  |
| **Dropout/Credit Accumulation Index** | DCAI Index | 126.9 |  |

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| --- | --- | --- |
| **High School****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **EOC\* Assessment Index** | Overall Index | 36.5 |  |
| Math (Algebra/Geometry) Index | 40.8 |  |
| English (English II and III) Index | 33.5 |  |
| Biology Index | 29.3 |  |
| U.S. History Index | 39.7 |  |
| **EOC Progress Index** | Average Progress Index | 69.3 |  |
| **ACT Index** | Average ACT Composite | 17 |  |
| Average ACT Index | 51.3 |  |
| **Graduation Rate** | 4-year cohort graduation rate | 65.4% |  |
| **Strength of Diploma** | % of graduates earning Advanced or Basic credentials | 22% |  |
| % of graduates earning Advanced credentials | 1% |  |
| Average Strength of Diploma Index | 70.8 |  |

\*Due to the transition to LEAP 2025 five-level assessments, 2016-2017 EOC results may not be comparable to 2017-2018 results.

**F Letter Grade COMBINATION schools**

**2016-2017 Results Summary (Simulated Estimates under New Accountability Formula)**

|  |  |  |
| --- | --- | --- |
| **SCHOOL PERFORMANCE SCORE** | **2016-2017 Average** | **Our School 2016-2017** |
|
| **SPS** | 31.4 |  |

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| --- | --- | --- |
| **K-8****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **Assessment Index** | Overall  | 28.5 |  |
| ELA Assessment Index | 38.1 |  |
| Math Assessment Index | 22.5 |  |
| Science Assessment Index | 29.5 |  |
| Social Studies Index | 20 |  |
| **Progress Index** | ELA: % of students on track to Mastery/Advanced | 23% |  |
| Math: % of students on track to Mastery/Advanced | 11% |  |
| **Dropout/Credit Accumulation Index** | DCAI Index | 102.5 |  |

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| --- | --- | --- |
| **High School****Student Achievement Data Component** | **2016-2017****Averages**  | **Our School****2016-2017** |
|
| **EOC Assessment Index** | Overall Index | 29.5 |  |
| Math (Algebra/Geometry) Index | 40.1 |  |
| English (English II and III) Index | 24.4 |  |
| Biology Index | 20.1 |  |
| U.S. History Index | 31.6 |  |
| **EOC Progress Index** | Average Progress Index | 63.9 |  |
| **ACT Index** | Average ACT Composite | 14.9 |  |
| Average ACT Index | 35.6 |  |
| **Graduation Rate** | 4-year cohort graduation rate | 10.5% |  |
| **Strength of Diploma** | % of graduates earning Advanced or Basic credentials | 2% |  |
| % of graduates earning Advanced credentials | 0% |  |
| Average Strength of Diploma Index | 18.6 |  |