

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**

|   |                             |                   |
|---|-----------------------------|-------------------|
| <b>School:</b>  | <b>Grade Configuration:</b> | <b>Principal:</b> |
| <b>Step 1: UNDERSTAND SCHOOL RESULTS &amp; REFLECT</b> (End of year Conversations, Standardized Assessment Summary Reports, Benchmark/Diagnostic Assessment Data, Principal Report Card, 2016-2017 Results Summary) <ul style="list-style-type: none"> <li>- How have we performed in the past and how does this compare to our peers?</li> <li>- What do we know about how our students are progressing toward their goals?</li> <li>- Are there certain grades and/or subjects needing more attention than others?</li> <li>- Is there a subgroup (e.g. special education, etc.) not making progress when compared to their peers?</li> <li>- What student readiness information is available and how does this inform our priorities and goals?</li> </ul> |                             |                   |
| <b>Data Summary:</b>  |                             |                   |
| <b>Identified Priority Areas and Rationale:</b>   |                             |                   |
| <b>Baseline and Trend Data:</b>   |                             |                   |

|   |   |   |  |
|---|---|---|--|
| <b>STEP 2: SET GOALS</b> (Principal Report Card, 2016-2017 Results Summary, other baseline data) <ul style="list-style-type: none"> <li>- How will the goals I set reflect the identified priority areas?</li> <li>- What growth should we expect? How does this compare to past growth and that of our peers?</li> <li>- What level of improvement in Overall SPS reflects realistic expectations for student achievement?</li> <li>- What levels of improvement in one or more components of SPS reflect realistic expectations for student achievement?</li> </ul> |   |   |  |
| <b>Goal #1: Overall SPS Improvement</b>   |   |   |  |
| <b>Target Statement (reflects Full Attainment):</b>   |   |   |  |
| <b>Insufficient Attainment of Target (1 point):</b><br>demonstrated an insufficient impact on student learning by falling far short of the target.  | <b>Partial Attainment of Target (2 points):</b><br>demonstrated some impact on student learning, but did not meet the target. | <b>Full Attainment of Target (3 points):</b><br>demonstrated a considerable impact on student learning by meeting the target. | <b>Exceptional Attainment of Target (4 points):</b><br>demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin. |
| <b>Achievement range:</b>   | <b>Achievement range:</b>   | <b>Achievement range:</b>   | <b>Achievement range:</b>  |
| <b>Goal #2: Component of SPS Improvement</b>  |   |   |  |
| <b>Target Statement (reflects Full Attainment):</b>   |   |   |  |

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

## A LETTER GRADE K-8 SCHOOLS

### 2017-2018 Results Summary

| K-8<br>Student Achievement Data Component     |                          | 2017-2018<br>Averages | Our School<br>2017-2018 |
|---|--------------------------|-----------------------|-------------------------|
| SCHOOL PERFORMANCE SCORE (SPS): with grade 8  |                          | 99.2                  |                         |
| SCHOOL PERFORMANCE SCORE (SPS): w/out grade 8 |                          | 98.4                  |                         |
| Assessment Index                              | Overall                  | 94.6                  |                         |
|   | ELA Assessment Index     | 99.4                  |                         |
|   | Math Assessment Index    | 92.7                  |                         |
|   | Science Assessment Index | N/A                   | N/A                     |
|   | Social Studies Index     | 89.8                  |                         |
| Progress Index                                | Overall                  | 103.6                 |                         |
|   | ELA Progress Index       | 106                   |                         |
|   | Math Progress Index      | 101.6                 |                         |
| Dropout/Credit Accumulation Index             | DCAI Index               | 144.1                 |                         |

## B LETTER GRADE K-8 SCHOOLS

### 2017-2018 Results Summary

| K-8<br>Student Achievement Data Component     |                          | 2017-2018<br>Averages | Our School<br>2017-2018 |
|---|--------------------------|-----------------------|-------------------------|
| SCHOOL PERFORMANCE SCORE (SPS): with grade 8  |                          | 82.1                  |                         |
| SCHOOL PERFORMANCE SCORE (SPS): w/out grade 8 |                          | 81.2                  |                         |
| Assessment Index                              | Overall                  | 76                    |                         |
|   | ELA Assessment Index     | 82.6                  |                         |
|   | Math Assessment Index    | 74.8                  |                         |
|   | Science Assessment Index | N/A                   | N/A                     |
|   | Social Studies Index     | 65                    |                         |
| Progress Index                                | Overall                  | 93.4                  |                         |
|   | ELA Progress Index       | 96.9                  |                         |
|   | Math Progress Index      | 89.9                  |                         |
| Dropout/Credit Accumulation Index             | DCAI Index               | 139.3                 |                         |

## C LETTER GRADE K-8 SCHOOLS

### 2017-2018 Results Summary

| K-8<br>Student Achievement Data Component     |         | 2017-2018<br>Averages | Our School<br>2017-2018 |
|---|---------|-----------------------|-------------------------|
| SCHOOL PERFORMANCE SCORE (SPS): with grade 8  |         | 67.4                  |                         |
| SCHOOL PERFORMANCE SCORE (SPS): w/out grade 8 |         | 67.3                  |                         |
| Assessment                                    | Overall | 58.3                  |                         |

|  |                          |       |     |
|--|--------------------------|-------|-----|
| <b>Index</b>                             | ELA Assessment Index     | 65.3  |     |
|  | Math Assessment Index    | 57    |     |
|  | Science Assessment Index | N/A   | N/A |
|  | Social Studies Index     | 46.1  |     |
| <b>Progress Index</b>                    | Overall                  | 86.9  |     |
|  | ELA Progress Index       | 90.1  |     |
|  | Math Progress Index      | 83.4  |     |
| <b>Dropout/Credit Accumulation Index</b> | DCAI Index               | 133.6 |     |

## D LETTER GRADE K-8 SCHOOLS

### 2017-2018 Results Summary

| <b>K-8<br/>Student Achievement Data Component</b>    |                          | <b>2017-2018<br/>Averages</b> | <b>Our School<br/>2017-2018</b> |
|--|--------------------------|-------------------------------|---------------------------------|
| <b>SCHOOL PERFORMANCE SCORE (SPS): with grade 8</b>  |                          | 55                            |                                 |
| <b>SCHOOL PERFORMANCE SCORE (SPS): w/out grade 8</b> |                          | 55                            |                                 |
| <b>Assessment Index</b>                              | Overall                  | 43.4                          |                                 |
|  | ELA Assessment Index     | 50.5                          |                                 |
|  | Math Assessment Index    | 42.1                          |                                 |
|  | Science Assessment Index | N/A                           | N/A                             |
|  | Social Studies Index     | 29.8                          |                                 |
| <b>Progress Index</b>                                | Overall                  | 80.9                          |                                 |
|  | ELA Progress Index       | 85.3                          |                                 |
|  | Math Progress Index      | 76.6                          |                                 |
| <b>Dropout/Credit Accumulation Index</b>             | DCAI Index               | 125.7                         |                                 |

## F LETTER GRADE K-8 SCHOOLS

### 2017-2018 Results Summary

| <b>K-8<br/>Student Achievement Data Component</b>    |                          | <b>2017-2018<br/>Averages</b> | <b>Our School<br/>2017-2018</b> |
|--|--------------------------|-------------------------------|---------------------------------|
| <b>SCHOOL PERFORMANCE SCORE (SPS): with grade 8</b>  |                          | 41.7                          |                                 |
| <b>SCHOOL PERFORMANCE SCORE (SPS): w/out grade 8</b> |                          | 43.7                          |                                 |
| <b>Assessment Index</b>                              | Overall                  | 30.1                          |                                 |
|  | ELA Assessment Index     | 36.7                          |                                 |
|  | Math Assessment Index    | 27.5                          |                                 |
|  | Science Assessment Index | N/A                           | N/A                             |
|  | Social Studies Index     | 18.4                          |                                 |
| <b>Progress Index</b>                                | Overall                  | 73                            |                                 |
|  | ELA Progress Index       | 76.1                          |                                 |
|  | Math Progress Index      | 69.9                          |                                 |
| <b>Dropout/Credit Accumulation Index</b>             | DCAI Index               | 119.8                         |                                 |