



SJBP Evaluator Teacher Goal Setting Conversation Template

OPENING
<i>Greeting/Set the tone.</i> Hello, _____. Today the purpose of our meeting is to work together in analyzing data and setting goalWha for your students for this school year.
<i>Open with hearing what the teacher is considering as a goal.</i> What goals are you considering for your students this year?
DATA SHARING
<i>Share the data, beginning with the teacher's growth and narrowing the focus to individual students in this year's class.</i> Show the teacher several different data points: <ul style="list-style-type: none">• Teacher AI growth from last school year• Cohort growth from last school year• This year's diagnostic data, DIBELs, FastBridge, etc.• Last year's LEAP/EOC data
CONFIRM THE GOAL
<i>Following the data analysis, confirm the actual student learning target with the teacher.</i> Considering what we have discovered using these multiple sources of data, what is your goal?
SPECIFY SUCCESS INDICATORS
<i>Discuss what measures will be taken throughout the school year.</i> What data can be collected to gauge student performance?
ANTICIPATE APPROACHES
<i>Discuss specifically what teacher behaviors and actions will be performed to contribute to this goal.</i> What might be some approaches you can use to move this group? Considering your previous growth data, what are some approaches you have used before that might be successful with this group? Considering your previous growth data, what are some approaches you would consider altering in your work with this group?
ESTABLISH PERSONAL FOCUS
<i>Link the SLT to one or two areas of focus for this teacher (should be reflected in the teacher's Professional Growth Plan).</i> What is most important for you to pay attention to in yourself? <i>And then...</i> How can the leadership team support you in this personal focus?
REFLECT ON COACHING
<i>Always listen and reflect on your coaching.</i> As you reflect on this conversation, how has it supported your learning?