

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

## A LETTER GRADE COMBINATION SCHOOLS

### 2018-2019 Results Summary

SCHOOL PERFORMANCE SCORE	2018-2019 Average	Our School 2018-2019
SPS	99.6	

Student Achievement Data Component		2018-2019 Averages	Our School 2018-2019
<b>Assessment Index</b>	Overall (K-8 and High School)	87.6	
	K-8 ELA Assessment Index	93.2	
	High School ELA Assessment Index	94.7	
	K-8 Math Assessment Index	85.1	
	High School Math Assessment Index	87	
	K-8 Science Assessment Index	80.9	
	High School Science Assessment Index	80.3	
	K-8 Social Studies Index	81	
<b>Progress Index</b>	Overall (K-8 and High School)	99.1	
	K-8 ELA Progress Index	99.3	
	High School ELA Progress Index	100.5	
	K-8 Math Progress Index	96	
	High School Math Progress Index	103	
<b>Dropout/Credit Accumulation Index</b>	DCAI Index	140.7	
<b>ACT Index</b>	Average ACT Composite	21.4	
	Average ACT Index	98.1	
<b>Graduation Rate</b>	4-year cohort graduation rate	96.5	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	69	
	% of graduates earning Advanced credentials	28	
	Average Strength of Diploma Index	115.7	

## B LETTER GRADE COMBINATION SCHOOLS

### 2018-2019 Results Summary

SCHOOL PERFORMANCE SCORE	2018-2019 Average	Our School 2018-2019
SPS	82.8	

Student Achievement Data Component		2018-2019 Averages	Our School 2018-2019
Assessment Index	Overall (K-8 and High School)	62.7	
	K-8 ELA Assessment Index	69.8	
	High School ELA Assessment Index	73.8	
	K-8 Math Assessment Index	58	
	High School Math Assessment Index	66.8	
	K-8 Science Assessment Index	53.6	
	High School Science Assessment Index	59.4	
	High School Social Studies Index	54.4	
Progress Index	Overall (K-8 and High School)	85.3	
	K-8 ELA Progress Index	86.8	
	High School ELA Progress Index	90.1	
	K-8 Math Progress Index	80.2	
	High School Math Progress Index	87	
Dropout/Credit Accumulation Index	DCAI Index	140.7	
ACT Index	Average ACT Composite	18.2	
	Average ACT Index	75.6	
Graduation Rate	4-year cohort graduation rate	90.1	
Strength of Diploma	% of graduates earning Advanced or Basic credentials	64	
	% of graduates earning Advanced credentials	12	
	Average Strength of Diploma Index	103.1	

## C LETTER GRADE COMBINATION SCHOOLS

### 2018-2019 Results Summary

SCHOOL PERFORMANCE SCORE	2018-2019 Average	Our School 2018-2019
SPS	68.6	

Student Achievement Data Component		2018-2019 Averages	Our School 2018-2019
Assessment Index	Overall (K-8 and High School)	48.4	
	K-8 ELA Assessment Index	56.4	
	High School ELA Assessment Index	55.7	

	K-8 Math Assessment Index	44.1	
	High School Math Assessment Index	51.5	
	K-8 Science Assessment Index	41.3	
	High School Science Assessment Index	46.6	
	K-8 Social Studies Index	37	
	High School Social Studies Index	35.6	
<b>Progress Index</b>	Overall (K-8 and High School)	78.7	
	K-8 ELA Progress Index	80.4	
	High School ELA Progress Index	81.4	
	K-8 Math Progress Index	75.2	
	High School Math Progress Index	79.7	
<b>Dropout/Credit Accumulation Index</b>	DCAI Index	127.7	
<b>ACT Index</b>	Average ACT Composite	16.6	
	Average ACT Index	62.1	
<b>Graduation Rate</b>	4-year cohort graduation rate	82.2	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	49	
	% of graduates earning Advanced credentials	6	
	Average Strength of Diploma Index	91.5	

## D LETTER GRADE COMBINATION SCHOOLS

### 2018-2019 Results Summary

SCHOOL PERFORMANCE SCORE	2018-2019 Average	Our School 2018-2019
SPS	54.9	

Student Achievement Data Component		2018-2019 Averages	Our School 2018-2019
<b>Assessment Index</b>	Overall (K-8 and High School)	43.1	
	K-8 ELA Assessment Index	53	
	High School ELA Assessment Index	49.6	
	K-8 Math Assessment Index	34.2	
	High School Math Assessment Index	39.3	
	K-8 Science Assessment Index	36.9	
	High School Science Assessment Index	36.5	
	High School Social Studies Index	37.6	
<b>Progress Index</b>	Overall (K-8 and High School)	72.8	
	K-8 ELA Progress Index	77.8	
	High School ELA Progress Index	73.9	
	K-8 Math Progress Index	65	
	High School Math Progress Index	77.2	
<b>Dropout/Credit Accumulation Index</b>	DCAI Index	129.7	
<b>ACT Index</b>	Average ACT Composite	17.3	

	Average ACT Index	50	
<b>Graduation Rate</b>	4-year cohort graduation rate	51.8	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	24	
	% of graduates earning Advanced credentials	3	
	Average Strength of Diploma Index	59.3	

## F LETTER GRADE COMBINATION SCHOOLS

### 2018-2019 Results Summary

SCHOOL PERFORMANCE SCORE	2018-2019 Average	Our School 2018-2019
SPS	39.2	

Student Achievement Data Component		2018-2019 Averages	Our School 2018-2019
<b>Assessment Index</b>	Overall (K-8 and High School)	21.8	
	K-8 ELA Assessment Index	30.8	
	High School ELA Assessment Index	29	
	K-8 Math Assessment Index	12.2	
	High School Math Assessment Index	20.6	
	K-8 Science Assessment Index	21.9	
	High School Science Assessment Index	23	
	K-8 Social Studies Index	18.5	
<b>Progress Index</b>	High School Social Studies Index	16.3	
	Overall (K-8 and High School)	60.8	
	K-8 ELA Progress Index	67.2	
	High School ELA Progress Index	55	
	K-8 Math Progress Index	55.3	
<b>Dropout/Credit Accumulation Index</b>	High School Math Progress Index	66	
	DCAI Index	118.9	
<b>ACT Index</b>	Average ACT Composite	15.8	
	Average ACT Index	43	
<b>Graduation Rate</b>	4-year cohort graduation rate	56	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	19	
	% of graduates earning Advanced credentials	9	
	Average Strength of Diploma Index	63	