

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, provides 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 2018-2019 (there were no SPS scores in 2019-2020 due to COVID 19 school closures and waivers) 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 1.9 SPS points per year for the next five years to maintain its B grade. To earn an A in 2024-2025, the school would need to increase its 2018-2019 SPS by at least 4.9 SPS points (starting in 2020-2021) annually for five years (24.5 points total).

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, 2018-2019 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, 2018-2019 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> 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>

## A LETTER GRADE HIGH SCHOOLS

### 2018-2019 Results Summary

*(There was not a Results Summary for 2019-2020 due to COVID 19 school closures and waivers.)*

High School Student Achievement Data Component		2018-2019 Averages	Our School 2020-2021
<b>SCHOOL PERFORMANCE SCORE (SPS)</b>		100.6	
<b>Assessment Index</b>	Overall	85	
	Math (Algebra/Geometry) Index	89.2	
	English (English II and III) Index	82.1	
	Biology Index	86.5	
	U.S. History Index	76.9	
<b>Progress Index</b>	Overall	97.6	
	ELA Progress Index	98.6	
	Math Progress Index	96.5	
<b>ACT Index</b>	Average ACT Composite	21.1	
	Average ACT Index	88.3	
<b>Graduation Rate</b>	4-year cohort graduation rate	90.6	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	63	
	% of graduates earning Advanced credentials	25	
	Average Strength of Diploma Index	108.7	

## B LETTER GRADE HIGH SCHOOLS

### 2018-2019 Results Summary

*(There was not a Results Summary for 2019-2020 due to COVID 19 school closures and waivers.)*

High School Student Achievement Data Component		2018-2019 Averages	Our School 2020-2021
<b>SCHOOL PERFORMANCE SCORE (SPS)</b>		83.3	
<b>Assessment Index</b>	Overall	67.2	
	Math (Algebra/Geometry) Index	71.4	
	English (English II and III) Index	65.9	
	Biology Index	67.9	
	U.S. History Index	56.6	
<b>Progress Index</b>	Overall	84.2	

	ELA Progress Index	83.1	
	Math Progress Index	85.3	
<b>ACT Index</b>	Average ACT Composite	19	
	Average ACT Index	73.4	
<b>Graduation Rate</b>	4-year cohort graduation rate	83.1	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	49	
	% of graduates earning Advanced credentials	10	
	Average Strength of Diploma Index	94.4	

## C LETTER GRADE HIGH SCHOOLS

### 2018-2019 Results Summary

*(There was not a Results Summary for 2019-2020 due to school closures and waivers.)*

High School Student Achievement Data Component		2018-2019 Averages	Our School 2020-2021
<b>SCHOOL PERFORMANCE SCORE (SPS)</b>		67	
<b>Assessment Index</b>	Overall	46.9	
	Math (Algebra/Geometry) Index	50.8	
	English (English II and III) Index	43.8	
	Biology Index	45.1	
	U.S. History Index	42.8	
<b>Progress Index</b>	Overall	74.7	
	ELA Progress Index	75.3	
	Math Progress Index	74	
<b>ACT Index</b>	Average ACT Composite	17.3	
	Average ACT Index	55.2	
<b>Graduation Rate</b>	4-year cohort graduation rate	72.3	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	41	
	% of graduates earning Advanced credentials	5	
	Average Strength of Diploma Index	81.4	

## D LETTER GRADE HIGH SCHOOLS

### 2018-2019 Results Summary

*(There was not a Results Summary for 2019-2020 due to COVID 19 school closures and waivers.)*

High School Student Achievement Data Component		2018-2019 Averages	Our School 2020-2021
<b>SCHOOL PERFORMANCE SCORE (SPS)</b>		55.4	
<b>Assessment Index</b>	Overall	34.9	
	Math (Algebra/Geometry) Index	38.5	
	English (English II and III) Index	32.3	
	Biology Index	33	
	U.S. History Index	31.6	
<b>Progress Index</b>	Overall	67.6	
	ELA Progress Index	66.1	
	Math Progress Index	69.4	
<b>ACT Index</b>	Average ACT Composite	16.4	
	Average ACT Index	42.5	
<b>Graduation Rate</b>	4-year cohort graduation rate	62.8	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	35	
	% of graduates earning Advanced credentials	2	
	Average Strength of Diploma Index	70	

## F LETTER GRADE HIGH SCHOOLS

### 2018-2019 Results Summary

*(There was not a results summary for 2019-2020 dues to COVID school closures and waivers.)*

High School Student Achievement Data Component		2018-2019 Averages	Our School 2020-2021
<b>SCHOOL PERFORMANCE SCORE (SPS)</b>		32.8	
<b>Assessment Index</b>	Overall	25.8	
	Math (Algebra/Geometry) Index	29.2	
	English (English II and III) Index	26.3	
	Biology Index	23.6	
	U.S. History Index	17.9	
<b>Progress Index</b>	Overall	69.1	

	ELA Progress Index	66.7	
	Math Progress Index	72.1	
<b>ACT Index</b>	Average ACT Composite	14.8	
	Average ACT Index	27.9	
<b>Graduation Rate</b>	4-year cohort graduation rate	42.9	
<b>Strength of Diploma</b>	% of graduates earning Advanced or Basic credentials	14	
	% of graduates earning Advanced credentials	0	
	Average Strength of Diploma Index	93.9	