

TARGETED SCHOOL IMPROVEMENT

Liz Allen

Trish Geraghty

SESSION GOALS

Develop SMART Goals
aligned to Root Cause,
Needs Statement, and
Desired Outcome



Create Action Steps to
support the SMART
Goals to increase
student achievement

PRIMARY NEED

Identifying 3-4 Primary Needs

Reread the trends and patterns summaries and possible primary needs from all 6 Principles. Use the information in these summaries to Identify three or four primary needs. This could be your lowest rated indicators or your lowest rated principles. It could also be common indicators like high expectations. Look at the big picture and what are the trends in the CNA data.

Final Steps: Summary and Needs Identification		
Using the summary of your data above: Step 1- Identify your overall Primary Needs Step 2 - Conduct a Root Cause Analysis (next 3 tabs) Step 3 - Write Primary Needs Statements and Desired Outcomes (after root cause)		
Step 1: identify your 3- 4 Primary Needs	1	
	2	
	3	
	4	
Step 2: Identify Root Causes <i>See next three tabs</i>	1	
	2	
	3	
	4	
Primary Needs Statements and Desired Outcomes <i>determined by root cause analysis</i>	1	
	2	
	3	
	4	

ROOT CAUSE

It is a structured team process that allows for the use of a strategic method to dig down into the primary need and determine causes and contributing factors. Often during the discussion of causes, different perspectives of that same situation are uncovered for an enhanced picture of the problem. At the end of the root cause analysis, the major cause is discovered and what needs to happen to remove the problem is determined.



NEEDS STATEMENT

- The purpose of the needs statement is to identify the compelling conditions, problems, or issues that are leading you to propose a plan of action.



This Photo by Unknown Author is licensed under [CC BY-ND](#)



This Photo by Unknown Author is licensed under [CC BY-NC-ND](#)

DESIRED
OUTCOME

The Needs
Statement stated in
a positive way with
the focus on
increasing student
achievement.

SMART GOALS



SMART Goals:

Process: By November 2019, teachers will plan with and implement adopted core and supplemental resources for ELL students as evidenced by lesson plans and walk through data.

Impact: Percent of ELL students scoring proficient will increase by 10% from 12% in 2018 to 22% in 2019.

SMART GOAL EXAMPLE

ACTION STEPS



This Photo by Unknown Author is licensed under CC BY-NC-ND

Strategy 1: Lesson plan collaboratively using adopted core and supplemental resources for ELL students	Implementation Action Steps: <ul style="list-style-type: none"> ▪ Collaborate with grade level teams, including ELL teacher(s) and/or special education teacher, to develop lesson plans ▪ Within lesson plan template highlight evidence-based instructional strategies to support ELL students ▪ Implement collaborative lesson plans
	Monitor Implementation Action Steps: <ul style="list-style-type: none"> ▪ Ensure teacher lesson plans reflect standards-based objectives and evidence-based instructional strategies to support ELL students ▪ Conduct administrative walk throughs ▪ Collect and review PLC agendas
	Evaluation Action Steps: Determine strategy impact by reviewing the following evidence: <ul style="list-style-type: none"> ▪ Increasing scores on benchmark assessments ▪ Implementation of collaboratively designed lesson plans as evident from classroom walk throughs

ACTION STEP EXAMPLE

QUESTIONS?

Contact your specialist