

Grand Island Public Schools

Tenured Teacher

Goal Setting Directions

Rationale

- An annual goal-setting process will result in the establishment and monitoring of at least one professional goal for each tenured teacher during the school year. This goal-setting process will help ensure continuous improvement as the teacher and supervisor collaboratively develop and monitor the achievement of this goal.

Goal Setting Process

- Unless directed by the supervisor, the teacher may choose a goal representing any of the four teaching domains. This goal may be based on a prior performance evaluation, replicate a districtwide or school improvement goal, and/or be an individual or group goal.
- Example goal statements include the following:
 - Improve fifth grade reading instruction by using guided reading components and strategies on a regular basis.
 - Improve middle school social studies instruction by replacing one traditional assignment with a performance task each nine weeks.
 - Use graphing calculators on a weekly basis to improve high school mathematics instruction.
 - Redesign at least four science assignments by adding a writing component that incorporates at least some of the six writing traits.
- Once developed, the teacher and supervisor will review and approve the goal and action plan by the end of September, as indicated by both signatures of approval.
- Another option for the evaluation year of the three-year cycle is for the teacher and supervisor to establish the teacher's goal for the next school year during the summative evaluation conference.

Teacher's Reflections

- The teacher will write a reflection each semester, summarizing their own progress and growth as well as identifying any obstacles or needs.
- The teacher will provide the supervisor with a copy of the first reflection by the end of the first semester, at which time a personal conference may be requested by either the teacher or supervisor.
- The teacher will provide the supervisor with a copy of the second reflection by April 1 or prior to the scheduled summative evaluation conference.

Supervisor's Evaluation

- Based on the teacher's feedback, observations, and other data, the supervisor will evaluate the goal as fully accomplished, partially accomplished, or not accomplished. When a goal has been evaluated as "partially accomplished" or "not accomplished," the supervisor will communicate in the section "Supervisor's Evaluation and Comments" whether the goal must be continued for the following school year.
- The supervisor and teacher will conference together by May 15 or during the summative evaluation conference, as indicated by their signatures, to review and evaluate the teacher's achievement of the goal. The teacher's signature will indicate the review and receipt of, not necessarily agreement with, the evaluation. The teacher may write additional comments or attach a written response.