

**District Leadership Team
2011-2012 Goals**

Focus Area 1: Mastery definition, Retention, Learning Supports, and managing change....

SMART Goal: Define mastery, explore learning supports that work, and decide on what retention is and when to apply it.

Things to consider/investigate/address:

- Poverty – Ruby Payne
 - Research on Learning Supports
 - Examine school culture at the elementary, middle school and high school
 - Research definitions of mastery and retention policies in other school districts
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Focus Area 2: Standards-Based Reporting

SMART Goal: By the end of 2nd trimester, 100% of teachers will have received grade book training, and 100% of parents will have had multiple opportunities to receive information about Standards-Based Reporting

Things to consider/investigate/address:

- Continued grade book training for teachers – when does this happen?
 - Educating parents to understand/increasing parents' awareness of benefits of SBR, AND that the new philosophy of grading will impact the frequency with which grades are posted on IC.
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Focus Area 3: Quality Instruction/Characteristics of Effective Instruction (CEI)

SMART Goal: Teachers will utilize Iowa Core's Characteristics of Effective Instruction as measured by administrator walk-through's, job targets and comprehensive evaluations.

Things to consider/investigate/address:

- Continued learning on the Characteristics of Effective Instruction on PD Days (PLC & CT)
- Make Characteristics of Effective Instruction part of teacher and administrator vocabulary and use in conversations
- Identify areas of SMART Goals that align with CEI
- Edit walk-through template to incorporate language of CEI