**PPGES Goals: Three Goals-One Destination**

**Determining Need: (Reflection on Standards/Reflection on Survey Results)**

* Initial Self Reflection on Standards identified Performance Standard 1: Instructional Leadership as a potential standard of growth. Analysis of TELL Results farther identified Standard 1.5 (Collaboration) as a target for growth.

**Additional data sources:**

* Teacher Student Growth Plans
* Teacher PGP
* Student academic data (formative and summative)
* Most current principal evaluation feedback

**Principal Student Growth Goal Sample (Taken form School Report Card Delivery Targets)**

*By September of 2014 I will increase the Middle School Middle School will increase the average reading and math K-PREP scores from 65% to 70%.*

**WORKING CONDITION GOAL SAMPLE**

**\*Analysis of the TELL Survey Questions reveal:**

2013 TELL QUESTION AGREEMENT

7.1d. 39% Agree-The school leadership consistently supports teachers.

7.1f. 43% Agree-The school leadership facilitates using data to improve student learning.

8.1e 37% Agree-Professional development is differentiated to meet the needs of individual

teachers.

*Questions 7.1d, 7.lf and 8.1e align with Principal Performance Standard 1.5*

*Works collaboratively with staff to identify student needs and to design, revise, and monitor instruction to ensure effective delivery of the required curriculum.*

**Working Conditions Goal: Sample**

***Between May 2013 and May 2015 I will become more adept at working collaboratively with my staff to identify student instructional need and provide teacher support to meet that need, particularly in the area of teacher differentiated professional development. My success will be measured by a minimum agreement on TELL Question 8.1e of 65%.***

**TELL SURVEY Question Agreement Rubric**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ineffective**  **36% or lower** | **Developing**  **37%-64%** | **Accomplished**  **65%-75%** | **Exemplary**  **76% or Higher** |
| **36 or Lower** | **37%-64%** | **65%-75%** | **76% or Higher** |

**PRINCIPAL PGP Goal designed to support both the SGG and the Working Condition Goal.**

**Principal PGP Goal Sample:**

***My 2013/14 goal as determined through analysis of TELL data is to more effectively collaborate with teachers to help identify student instructional need and to provide the necessary support my teachers need to different instruction. By May 2013 I will have (1) Engaged staff in reflective analysis of multiple student achievement and related data sources to determine individual student and school wide needs, (2) led a minimum of 4 PLC meetings which focus on examining student work to determine need, (3) Met with each individual teacher to examine differentiated professional learning needs. Goal attainment will be determined by a minimum average agreement that reflect a 10% increase on TELL Questions 7.1d, 7.1f, and 8.1e. This survey will be conducted by a lead teacher using Survey Monkey.***