

INSTRUCTIONAL
LEADERSHIP
ASSOCIATION

The
Instructional
Leadership
Show

Episode #6

Turning School Improvement Aspirations Into Specific Goals



Our Focus

The Instructional Leadership Show exists to help you:

- Confidently get into classrooms every day
- Have feedback conversations that change teacher practice
- Discover your best opportunities for school improvement



Today's Topic

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Turning School Improvement Aspirations Into Specific Goals

Aspirations Are Good!



Improve climate and culture by stressing empathy.

Increased student engagement in Middle School.

We are working on meaningful technology integration.

Improve morale school-wide.

Our District focus is on SEL and understanding what that means in relation to instruction and relationships. PLC and PBL are also at the top of the list.

We are working on infusing innovation in all our classes.

We want to increase student agency in taking control of their own learning,



The First Question

Who?

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Will & Skill



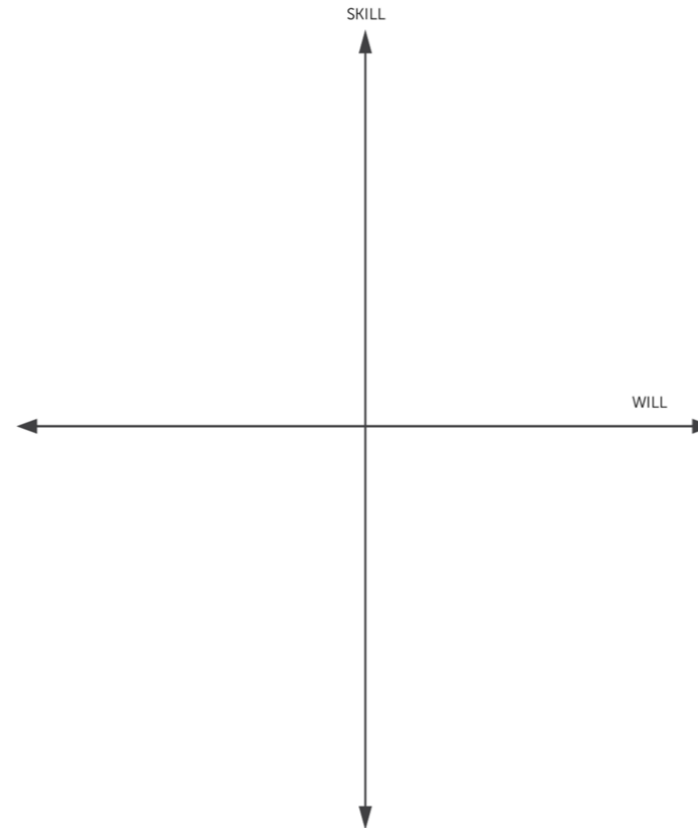
STAFF ROSTER

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WILL AND SKILL GRID



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4 Kinds of Goals

- Purpose
- Phase
- Progress
- Practice

SCHOOL
IMPROVEMENT
CHALLENGE

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4 Types of Goals: The Achievement Science Goal System



Level	Role	Doable?	Measurable?	Meaningful?
Purpose	Motivation	No	No	Yes
Phase	Milestone	Yes	Yes	No
Progress	Monitoring	No	Yes	No
Practice	Movement	Yes	Yes	No

ACHIEVEMENT SCIENCE™ GOAL SYSTEM

PURPOSE What do I ultimately want to see in my school?

PHASE What milestone would represent real progress toward my Purpose goal?

PROGRESS How could I measure results along the way to my Phase goal?

PRACTICE What will we actually do to produce results?

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Download:

PrincipalCenter.com/Achievement-Science-Goal-System

A Few Words of Caution

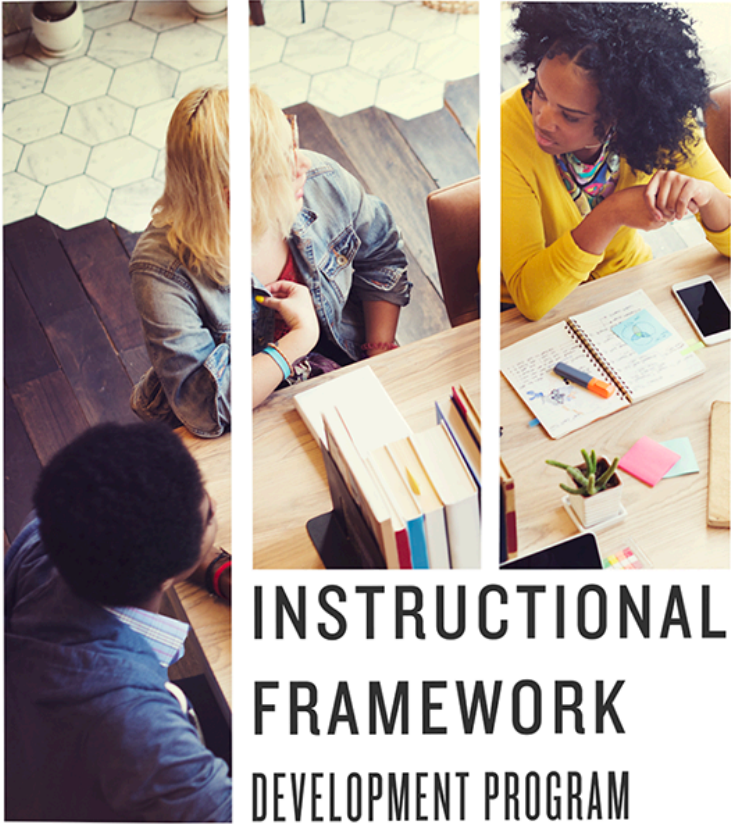


- “What gets measured, gets done” is only true if we’re talking about something that can actually be done
- Our most important goals—mission, vision, values—can’t be measured with SMART goals
- SMART goals keep us honest about our results, but can also distract us from what we truly care about
- Start with **Who**, and figure out what you want them to **Do**

Full Video Series



SCHOOL
IMPROVEMENT
CHALLENGE



INSTRUCTIONAL FRAMEWORK DEVELOPMENT PROGRAM

WORKBOOK

DRAFT QUALITATIVELY LEVELED RUBRIC

CHARACTERISTIC

Level 1: Apprenticeship of Observation

Level 2: Taking Action

Level 3: Local Best

Level 4: Professional Model

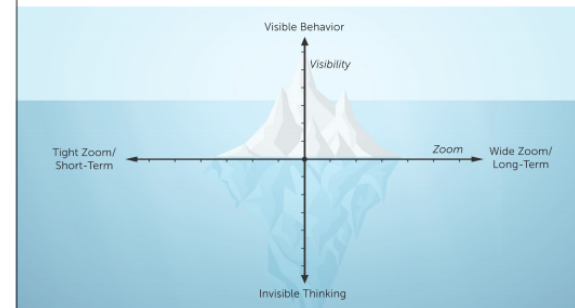
1. PRACTICE NAME

2. KEY CHARACTERISTICS OF THE PRACTICE:

- | | |
|----|----|
| a. | e. |
| b. | f. |
| c. | g. |
| d. | h. |

3. EVIDENCE OF PRACTICE GRID

Plot each characteristic by letter



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Coming Soon



ORGANIZATIONAL
LEARNING
INTENSIVE