



# THRIVING THROUGH ADVERSITY

## Achieving Continuity in Teacher Growth



**Justin Baeder**  
The Principal Center



**Cory Camp**  
Sibme

**July 29 | 11 am CDT**

# What Kinds of Continuity Can Goals Help Us Achieve?

- Continuity of standards-based teaching & learning
- Continuity of professional growth
- Continuity of organizational improvement

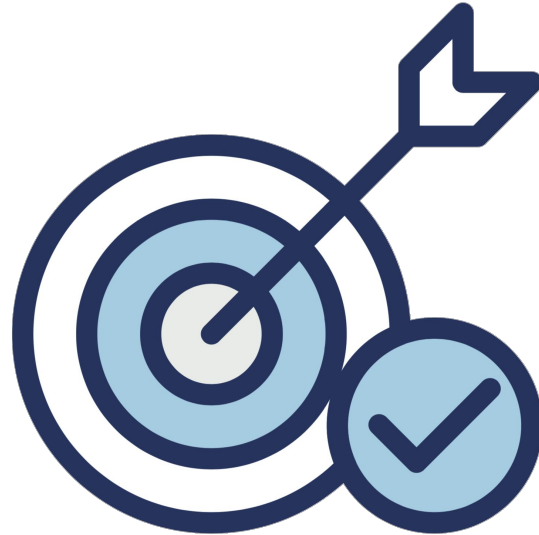
# Professional Responsibility & Autonomy

- From district-managed to school autonomy
- From admin-managed to teacher autonomy
- From teacher-managed to student autonomy

At all levels, leaders can use **goals** to create space for autonomy.

# Essential Question

How can we maximize teacher growth and school improvement by setting the right kinds of goals?



# Key Premise

Much of the stress and anxiety teachers are experiencing comes from uncertainty and a lack of clarity.

Providing autonomy within clear parameters reassures staff and ensures that the work gets done.

# Teacher Goals in Your School

Respond in chat:

What kind(s) of goals are teachers currently required to set in your school?

# Example Types of Goals We'll Discuss

1. Low-Level Action Items
2. Individual Goals: Setting Up Your Online Learning Space for Success
3. Group Goals: Co-Planning a Blended Unit (live demo)
4. Annual Teacher Goal-Setting
  - a. Student growth goal examples
  - b. Video reflection: discussion of student work samples
5. School Improvement Goals

# 1. Handling Low-Level Action Items

Respond in chat:

What are some tasks or action items all staff must do around the beginning of the year that **MUST** be documented?



# Handling Low-Level Action Items

Recommendation: Track electronically



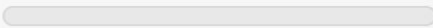

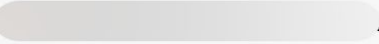
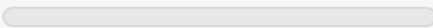


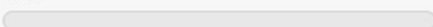




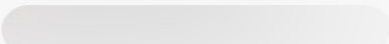
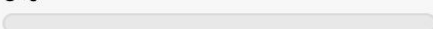
- Reduce email volume
- Eliminate need for face-to-face meetings
- Give people autonomy about where/when while maintaining accountability
- Reduce use of clipboards & other high-touch items
- Maintain documentation

# Goals

## • Complete Bloodborne Pathogens Training

**Start Date:** Jul 29, 2020 – **Due Date:** Jul 31, 2020

[← Back to Goals Listing](#)

User	Last Update	Status
 <b>Justin Baeder</b> 		0%  >
 <b>Darina Tiraboschi</b> 		0% 
 <b>Kavita Alan</b> 		0% 
 <b>Sheila Blackheart</b> 	Jul 27, 2020	100% <span>✓ Complete</span> 
 <b>Devon Patterson</b> 		0% 

# Reducing Synchronous Meetings with Video + Goals

- Upload video to library or provide link in a Huddle
- Assign as an Individual goal to relevant staff
- Staff watch & mark as complete
- Attach supporting evidence (e.g. certificate)



# Goals

[← Back to Goals Listing](#)

## Complete Bloodborne Pathogens Training



### Title

Complete Bloodborne Pathogens Training

● Group

Owners (5)



Collaborators (0) ⓘ



Category



Start Date

July 29, 2020

Due Date

July 31, 2020

Published

*Unpublished*

Publish

## Action Item



### Watch online training & submit certificate



#### Title

Watch online training & submit certificate

Possible Evidence Type ⓘ

✓ Resource

Deadline ⓘ

July 31, 2020

# Beyond Low-Level Action Items: Professional Prep

Respond in chat:

What are some key professional preparation steps teachers all need to take at the beginning of the year?

## 2. Setting Up Online Learning for Success

- Ensure individual readiness for the return of students
- Provide structure to reduce overwhelm
- Establish consistency across the campus



## ● Setting Up Your Online Learning Space for Success

**Start Date:** July 27, 2020 – **Due Date:** September 30, 2020



**Justin Baeder**

justin.baeder@gmail.com

**Status**

0%

Title	Last Update	Status	
Identify Systems and Routines for Your Online and Remote Learning Classroom	July 27, 2020	-	>
Create Your Classroom Student Expectations for Online Settings	July 27, 2020	-	>
Organize Your Online Learning Environment	July 27, 2020	-	>
Update Your Teacher Webpage	July 27, 2020	-	>
Prepare for Our Virtual Meet the Teacher	July 27, 2020	-	>
Evaluate the Effectiveness: Student Compliance	July 27, 2020	-	>
Evaluate the Effectiveness: Student Participation	July 27, 2020	-	>
Evaluate the Effectiveness: Student Success	July 27, 2020	-	>

### Evaluate the Effectiveness: Student Success

Identify students that the current systems are not serving and consider adjustments for these students. Reflect on what you changed and why.

Action item done

Evidence



No evidence added.

- Videos
- Resource
- Huddle
- Frameworks
- Scripted Notes


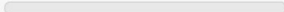

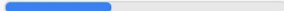

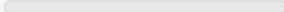

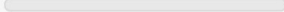

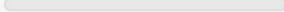

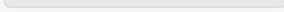
# Quickly and easily identify those that may need support.

## Goals

### • Setting Up Your Online Learning Space for Success

Start Date: Jul 27, 2020 – Due Date: Sep 30, 2020

[← Back to Goals Listing](#)

User	Last Update	Status
 <b>Justin Baeder</b> justin.baeder@gmail.com		0%  >
 <b>Cory Camp</b> coryc@sibme.com	Jul 28, 2020	38%  >
 <b>Darina Tiraboschi</b> justin.baeder+h1@gmail.com		0%  >
 <b>Kavita Alan</b> justin.baeder+h2@gmail.com		0%  >
 <b>Sheila Blackheart</b> justin.baeder+h3@gmail.com		0%  >
 <b>Devon Patterson</b> justin.baeder+h4@gmail.com		0%  >



### 3. Co-Planning A Blended Unit

# Demo

The Principal Center

Library Analytics People

#### New Goal




Individual  Group  Account  Template

Goal Title

Co-planning a Blended Unit

Cancel Save

# Sibme Goals Module: Everything In One Place

Goals <span style="float: right;">+</span>						
Search Title, Description, Owner...		Goal Type	Goal Category	Start	End	
Title	Type	Last Update	Due Date	Published	Owner	Status
Setting Up Your Online Learning Space for Success	Individual	Jul 27, 2020	Sep 30, 2020	Jul 27, 2020		...
Complete Annual Goal-Setting Process	Individual	Jul 27, 2020	Aug 28, 2020	Jul 27, 2020		...
Revise School Improvement Plan	Group	Jul 27, 2020	Jul 31, 2020	Jul 27, 2020		25% <div style="width: 25%;"><div style="width: 25%;"></div></div> ...

# Customizable Goal Categories

Manage Categories ✕

**Categories**

- Required Action ⋮
- Campus Growth Measure ⋮
- Professional Growth Measure ⋮
- Professional Growth Activity ⋮
- Student Growth ⋮

# Types of Goals in Sibme

The Principal Center

### New Goal

Individual  Group  Account  Template

Goal Title

---

Cancel

nt Plan

Group

Jul 27, 2020

Jul 31, 2020

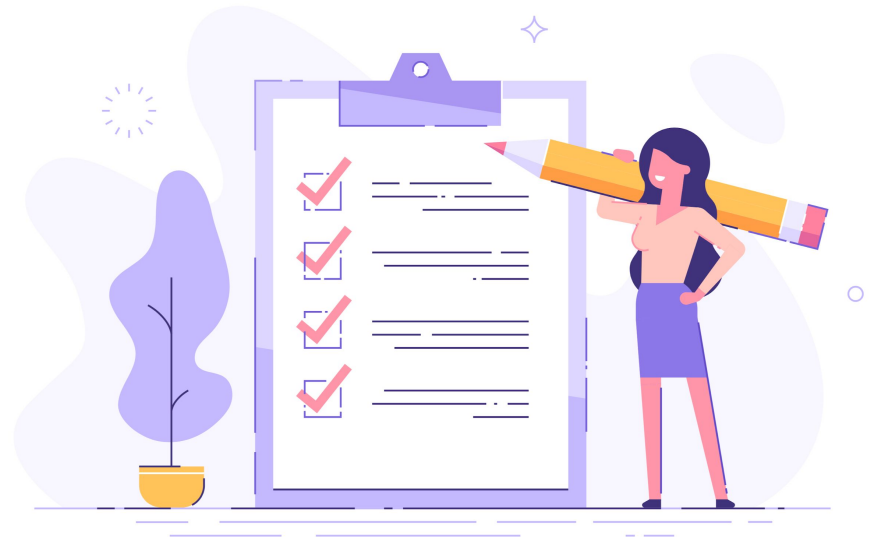
Jul 27, 2020



25%

## 4. Annual Teacher Goal-Setting

- This is not the year to totally revise your strategic planning or teacher goal-setting processes
- Work within existing contractual and policy guidelines
- Make only pragmatic changes—  
streamline & add flexibility
- Let people divide the work



# Developing New Skills Rapidly

- Teacher professional growth goals should focus on these new skills that students need teachers to develop right now.
- These skills may or may not be aligned with existing school-level improvement goals.
- Key question: *What new capabilities do we need to develop to meet our students' needs right now?*

# Developing New Skills Rapidly

Respond in chat:

What new skills will teachers need to develop rapidly this school year?

## Complete Annual Goal-Setting Process



**Title** ● Individual

Complete Annual Goal-Setting Process

### Description

Required for all certificated teaching staff

**Owners** (4)



**Collaborators** (0)



### Category



Start Date

Due Date

August 16, 2020

August 28, 2020

### Published

July 27, 2020

## Action Item



**Complete Certificated Goal-Setting Form**



**Schedule 1:1 Zoom call on Justin's calendar**




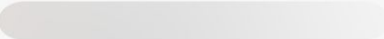
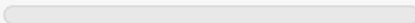


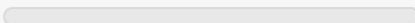


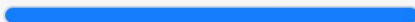

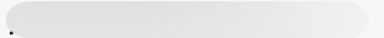
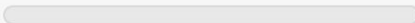


# Goals

## • Complete Annual Goal-Setting Process

**Start Date:** Aug 16, 2020 – **Due Date:** Aug 28, 2020

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User	Last Update	Status
 <b>Darina Tiraboschi</b> 		0% 
 <b>Kavita Alan</b> 		0% 
 <b>Sheila Blackheart</b> 	Jul 27, 2020	100% <span>✓ Complete</span> 
 <b>Devon Patterson</b> 		0% 

# Evaluation Without Direct Observation

What if we can't get into classrooms to do traditional observations?

What forms of evidence would meet our needs?

- Video
- Conversation
- Artifacts, e.g. student work

## 5. School Improvement Goals

- Do fewer things, better
- No state standardized tests for 2020 and/or 2021
- Existing goals may be irrelevant to current needs
- Focus on capabilities necessary for serving students now



# School Improvement Goals for an Unusual Year

Respond in chat:

What will be different about your school improvement goals/work this year?

# Goals

← Back to Goals Listing

## ● Revise School Improvement Plan

**Start Date:** July 29, 2020 – **Due Date:** July 31, 2020

Status



Title	Last Update	Status	
Get Director's Approval	July 27, 2020	-	>
Revise Departmental Goals	July 27, 2020	-	>
Get input from Site Council	July 27, 2020	-	>
Update previous plan with current data	July 27, 2020	✓ Complete	>

### Update previous plan with current data

Action item done

### Feedback

Updated in Google Doc - see new data attached

 Edit

### Evidence

Resource  
2020 Data for Strategic Plan Updates.pdf

# Keep Everyone In The Loop

## Recent Activity

---



**Justin Baeder created a Group Goal called Complete Bloodborne Pathogens Training**

Today at 02:03 PM

---



**You added Cory Camp to Complete Annual Goal-Setting Process as a Collaborator with View rights, Review rights, rights to Add evidence to Action Items, Edit rights**

Yesterday at 03:37 PM

---



**Cory Camp added Cory Camp to 8th Grade Team - Social Studies Constitution Unit as a Collaborator with Review rights**

Yesterday at 03:26 PM

---



**Cory Camp added You to 8th Grade Team - Social Studies Constitution Unit as a Collaborator with View rights, Edit rights, Review rights, rights to Add evidence to Action Items**

Yesterday at 03:26 PM

---



**Cory Camp created a Group Goal called 8th Grade Team - Social Studies Constitution Unit**

Yesterday at 03:26 PM

---



**Cory Camp edited the Goal Deadline for Co-planning a Blended Unit to Jul 27, 2021**

Yesterday at 03:23 PM

---

# More Than Just a Checklist

## Action Item



these students.

### Possible Evidence Type ?

- Video
- Resource
- Huddle
- Framework
- Scripted Notes

### Measurement ?

- Add Measurement

%	#
---	---

Start Value

End Value

### Deadline ?

Date

# Common Forms of Evidence

- Pre/post assessment data
- Completion of training—certificates, attendance records
- Written reflections
- Observation notes
- Post-observation discussions
- Written analysis

Guided Reading Lesson 10-12-19

Comments 29 Attachments 4 Frameworks Coaching Summary Performance Level Coaching Tracker

Search Comments

Test 1 Test 2 test 3 Test 4

00:00:04 - 00:00:23

**Cory Camp** About 1 Year Ago  
I noticed that students already have their materials. This will reduce the time you spend in transitions.

Reply Edit Delete More

**Jennie Sulfridge** Cory Camp About 1 Year Ago  
I appreciate the feedback!

Reply Delete

00:00:13


**Cory Camp** About 1 Year Ago  
This is a great way to start class—by sharing expectations! Students love knowing what the boundaries are in any situation.

Reply Edit Delete More

00:00:31

**Cory Camp** About 2 Months Ago  
0:00 / 0:15

Reply Edit Delete More





# Continuity Project



[PrincipalCenter.com/continuity](https://PrincipalCenter.com/continuity)

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