**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 a the elementary, middle school and high school
* Research definitions of mastery and retention policies in other school districts

**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.

**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