

The Power of Goals

Goal-setting provides people with a purpose. When there is a purpose, there is focus and motivation to achieve it. Surely the folks at the Kentucky Department of Education must have had this in mind when they initiated the process of identifying enduring skills and setting student growth goals. Many teachers have set personal goals for classroom achievement over the years so this process does not seem too daunting to them. However, for new teachers or teachers who are new to the idea of making their personal goals somewhat public, it can be overwhelming.

The process our district is using to set student growth goals is to first identify an area of growth—an enduring skill-- for one class of students. Teachers can do this by using DEA data or by using a teacher-made

"screener." (The district has established a process for using writing prompt assessments or multiple choice tests to help teachers choose an appropriate enduring skill.) Once an enduring skill is identified, the teacher writes a student growth goal and works toward helping students meet that expectation during the school year. The students are re-tested at the end of the course so their growth can be measured and recorded. It is important to note that the student growth goal consists of two components: a growth component and a proficiency component.

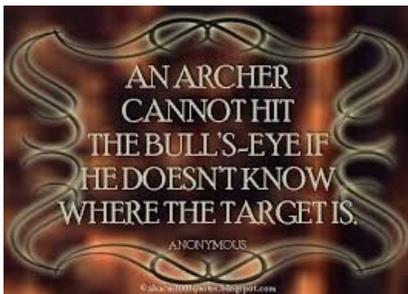
Student growth is a part of the Teacher Professional Growth and Effectiveness System. There is a matrix in place for our district that demonstrates to what extent reaching the student growth goal plays a role in TPGES. Principals will explain this process to teachers.

The most important part of SGG (student growth goals) is the effect they have on achievement. **Goal setting is one of the**



most important ways we can motivate people to succeed. Research tells us that goal setting is "the single most powerful tool in a leader's toolkit." Goals give people energy. They provide a vision of the future. "Specific, clear, challenging goals lead to greater effort and achievement than easy or vague goals do." (Belasco and Slayer, 1994)

Teachers walk into classrooms everyday with targets in mind. "To add two digit numbers." To identify the theme in a literary text." "To engage ALL students in learning." Most people have personal goals as well...."To retire at age 50!" or "To be debt free!" **Goals bring about a course of action that targets a specific desire, dream, or outcome.** Set goals for your students! Set goals for yourself!



SGG on CIITS

The Student Growth Goal command is located in the EDS tab. Teachers must hover on the EDS tab and choose Student Growth Goal. Then click Create New. Principals will provide a format for completing student growth goals.

Student Growth Goals



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- Sept. 16-18 Elementary Academies