

Goal Setting at WESS

Domain 2: Analysis and discussion of data (2011 School Audit)



2012 Response/Actions:

- **Individual student goals with student goal setting based on data to monitor student improvement progress and areas for development, so students are more aware of their improvements. (Term 1, 2012)**
- **Target setting – explicitly shared with students every day determined by data – share how to do this. (Term 1, 2012)**

SMART Goals

S Specific and Strategic

M Measurable

A Attainable

R Results-oriented

T Time-bound



Goal Setting 2013

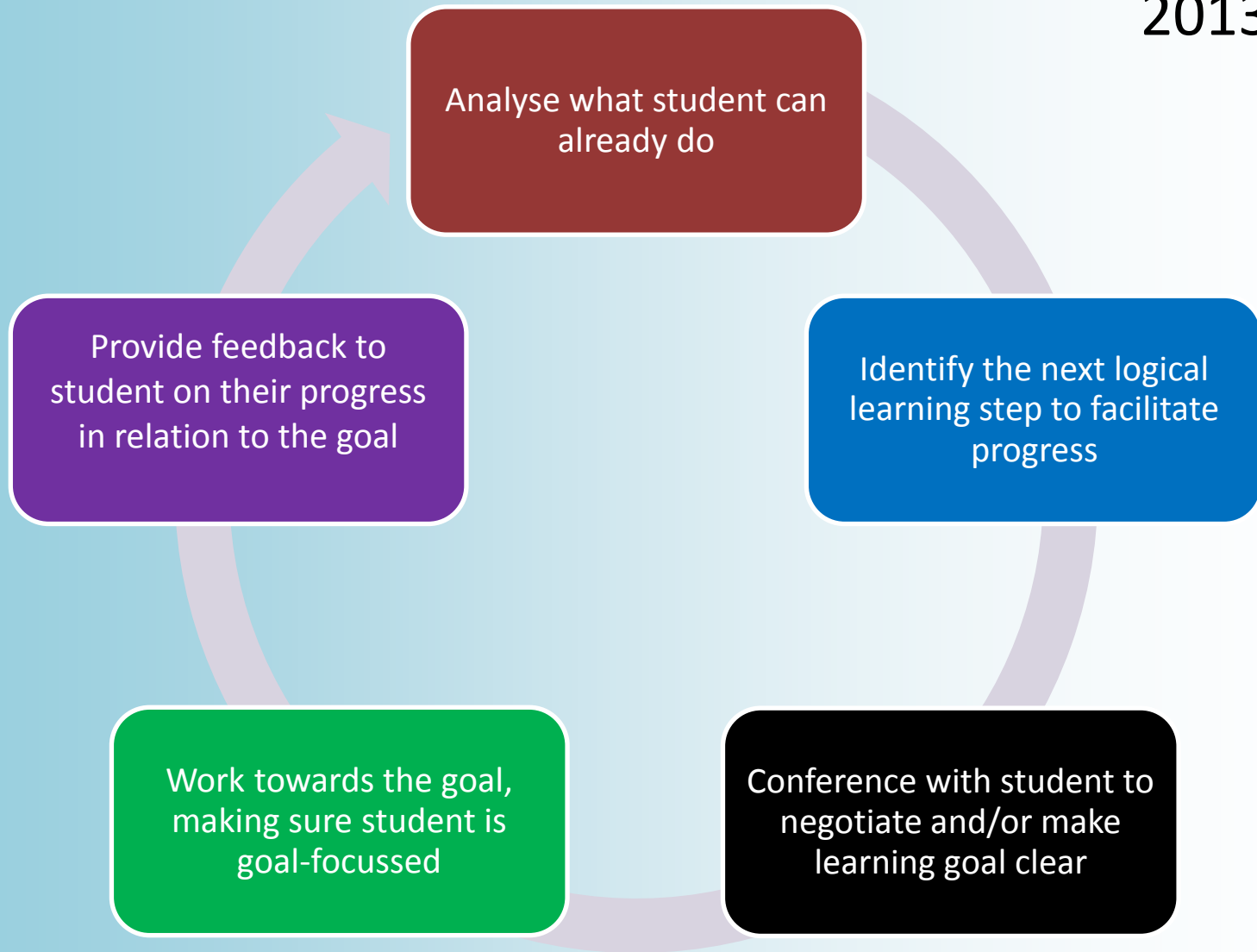
The Introduction

Professional Development (PD)

“Goal Setting: The Process,
Documentation and Tracking”

A Model of Goal Setting

2013



Goal Template in Student Diary Years 4-7

2013

School focus

- *English*
- *Maths*
- *Personal*

My Goals for 2013: Term ____

My English SMART Goal

SMART

Not achieved

Working Towards

Achieved

My Maths SMART Goal

SMART

Not achieved

Working Towards

Achieved

My Personal SMART Goal

SMART

Not achieved

Working Towards

Achieved

Student Parent Teacher Date

P-3 goals recorded
in homework book

How can it be done?

2013



Diary, targets, quantity walls, linear models, desk labels, folders, punch cards

PIN Instructional Rounds Model

2013

- PIN (Primary Improvement Network)
- Review of Goal Setting
- Principals, District and Regional Personnel-observed and interviewed teachers and students

PIN Review

2013

- What goal related artefacts/resources are displayed / visible in the room?
- What strategy did you develop in your classroom to guide students in writing their specific goal?
- How do you monitor the student's SMART Goal progress?
- What evidence do you use to provide feedback to the student in their progression and achievement?

PIN Review continued

2013

- What percentage of your class is 'on track' to achieving their SMART goal? Why?
- What is the next step for you towards implementing SMART goals in your classroom?
- How are you including the learning intentions in your lesson?
- How do you check the students are aware of the learning goals? How do you know that you have and the students have achieved the learning goals?

PIN Review: Feedback for WESS

2013

Improvement areas

- How am I going?
- What do I need to do next?
- Is regular feedback given?

Focus and response: FEEDBACK

- Give students multiple opportunities through formative assessment (eg. check ins)
- Make evidence - based decisions e.g. re-teaching, grouping, differentiation

The logo for SMART Goals features five overlapping circles in a row, each containing a letter: 'S' in a red circle, 'M' in a blue circle, 'A' in an orange circle, 'R' in a green circle, and 'T' in a yellow circle. To the right of these circles, the word 'Goals' is written in a bold, red, sans-serif font.

SMART Goals

2014

Reporting Goals to Parents

2014

- Term 1, Week 6 Parent Teacher Interviews
- Earlier communication with parents
- How is the student going?

Feedback that answers this question tells where the student is on the voyage of learning. What are the student's gaps, strengths and current achievement?

John Hattie: Know Thy Impact 2012

Data Team PD: Goal setting in the classroom

2014

- Year 4

English

My goal is:- To always write in cursive.

To reach my goal I will practice writing in cursive every time I write.

I will know I have achieved this when all my writing is in cursive.

Maths

My goal is:- To improve my number facts.

To reach my goal I will do extra number facts at home 3 times a week.

I will know I have achieved this when my number facts test scores are at higher than 45/50 all this term.

Personal

My goal is:- To be able to play my clarinet with only 2 squeaks per song.

To reach my goal I will practice every day for at least 20 minutes.

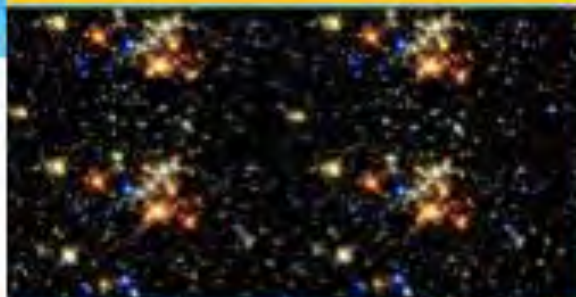
I will know I have achieved this when I have less squeaks when I play my clarinet.

2014

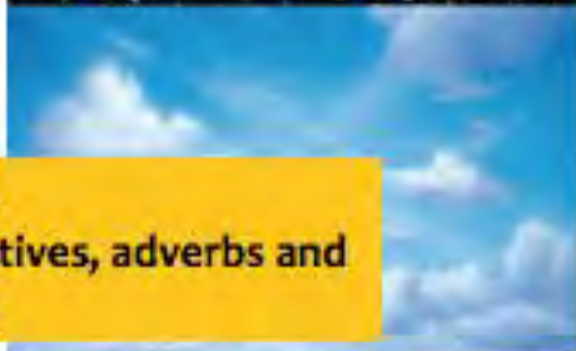
Year 1

Literacy

Numeracy



JACK:
Adjectives, adverbs and
verbs



Internal School Review of Goals

2014

- Teacher peer observations and teacher reflections (of self)
- Similar questions to 2013 PIN Model
- Teacher self reflection – part of the Professional Development Framework
- Peer observation and feedback shared only between teachers

The logo for SMART Goals features five overlapping circles in a row, each containing a letter: 'S' in a red circle, 'M' in a blue circle, 'A' in an orange circle, 'R' in a green circle, and 'T' in a yellow circle. To the right of these circles, the word 'Goals' is written in a bold, red, sans-serif font.

SMART Goals

2015

Pupil Free Days : Cam Brooks

2015

Improving Student Outcomes with Goals and Feedback

Feeding Forward Strategies

1. Use prompts and resources from Feeding Up to promote self-regulation
2. Remember the learning intent is crucial
3. Use the success criteria to move students forward
4. Use scaffolding / extension as part of your differentiation
5. Goal challenge is proven to be very effective
6. Only use within the learning period otherwise it's too late!

The Research : Hattie

2015

- Learning Visibly: The science of how we learn
- *When teachers see learning through the eyes of their students and students see themselves as their own teachers.*
- Student : What do I need to do to be successful?
- Teacher: What feedback do you need along the way?

SHORT TERM GOALS

2015

- Learning Goals / Success Criteria for lessons
- Feedback *for* Learning
- Immediate and targeted
- Linked with 5 week curriculum units
- Avoids over emphasis on error analysis
- Uses prompts or cues to promote self regulation
- Focus on student motivation (Student Expectations Effect Size 1.44) as the most powerful contributor

Visible Learning Effect Size : Student Expectations (1.44) 2015

- Children are the most accurate when predicting how they will perform.
- Strategy involves teacher finding out what are the student's expectations and pushing the learner to exceed these expectations.
- He or she gains confidence in his or her learning ability.
- Exceed expectations, more powerful – setting a safe target is not enough.

Data Team Presentation: Connecting Goals to Units of Work 2015

Subject:	Unit:	Ass.	*explain bird set out					
ENG	3	Writing						
		Productive						
NAME	GOAL							NOTES
	Cap/Full .	HandW	Sight W	Adj/Verbs	Reread/edit	detail/reasoning		
Annabel						✓	Compound sentences	
Audrey		✓						
Ben					✓		Sense/meaning	
Chatu	✓							
Coen			✓					
Colin	✓						Size/Lines	
Jake					✓			
James				✓				
Jasper					✓		Grammatical structure	
Lina						✓	"because"	
Marcus		✓					improved handwriting :)	
Marko	✓						No sentences	
Maxwell	✓			✓				
Megan				✓				
Mitchell	✓							
Orlando			✓					
Raji	✓			✓				
Rayan		✓					Letter formation	
Rebekah			✓					
Rohama			✓					
Scout				✓				
Tashiya	✓							
Theo					✓		is, and, at (sentence bricks)	

Creating texts (Productive)	
<p>Creates texts that show understanding of the connection between writing and images and provides details about a character. Accurately spells words with regular spelling patterns and uses capital letters and full stops and correctly forms upper and lower case letters.</p>	
<p>Chooses vocabulary and creates an image that enhances details of the character.</p>	
<p>Uses appropriate vocabulary from the text to describe qualities and actions of the character.</p>	
<p>Creates texts that show understanding of the connection between writing and images. Provides details about a character. Accurately spells words with regular spelling patterns and uses capital letters and full stops. Correctly forms upper and lower case letters.</p>	
<p>Lists ideas.</p>	
<p>Writes words.</p>	

The most powerful single moderator that enhances achievement is **feedback**. The simple prescription for improving education must be “**dollops of feedback**” – providing information how and why the child understands and misunderstands, and what directions the student must take to improve.

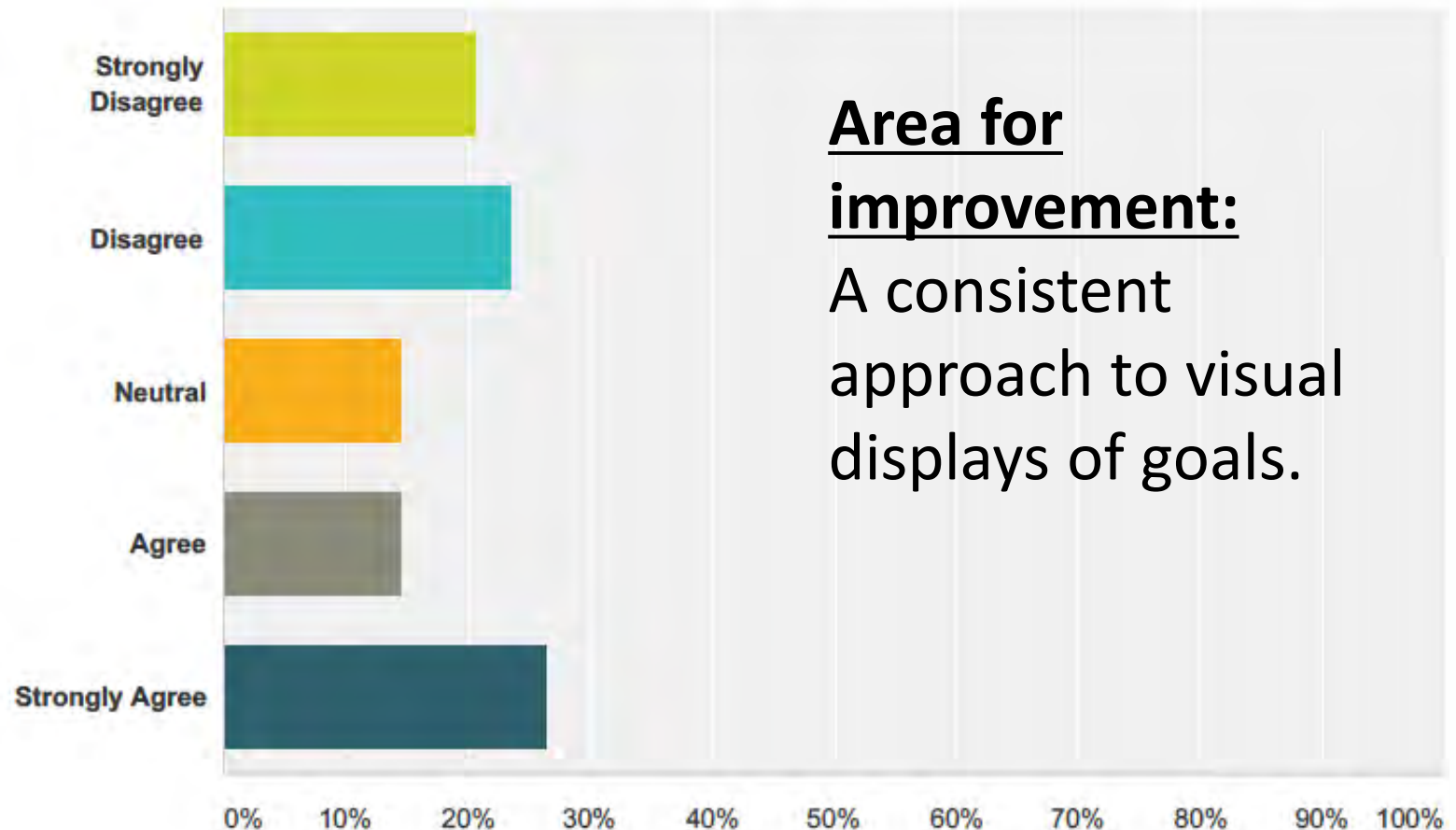
Hattie J (2009) Visible Learning; a synthesis of over 800 meta-analyses relating to achievement London; Routledge.

Teacher Survey

2015

Q2 If someone walked into my classroom, the students' goals are evidently displayed.

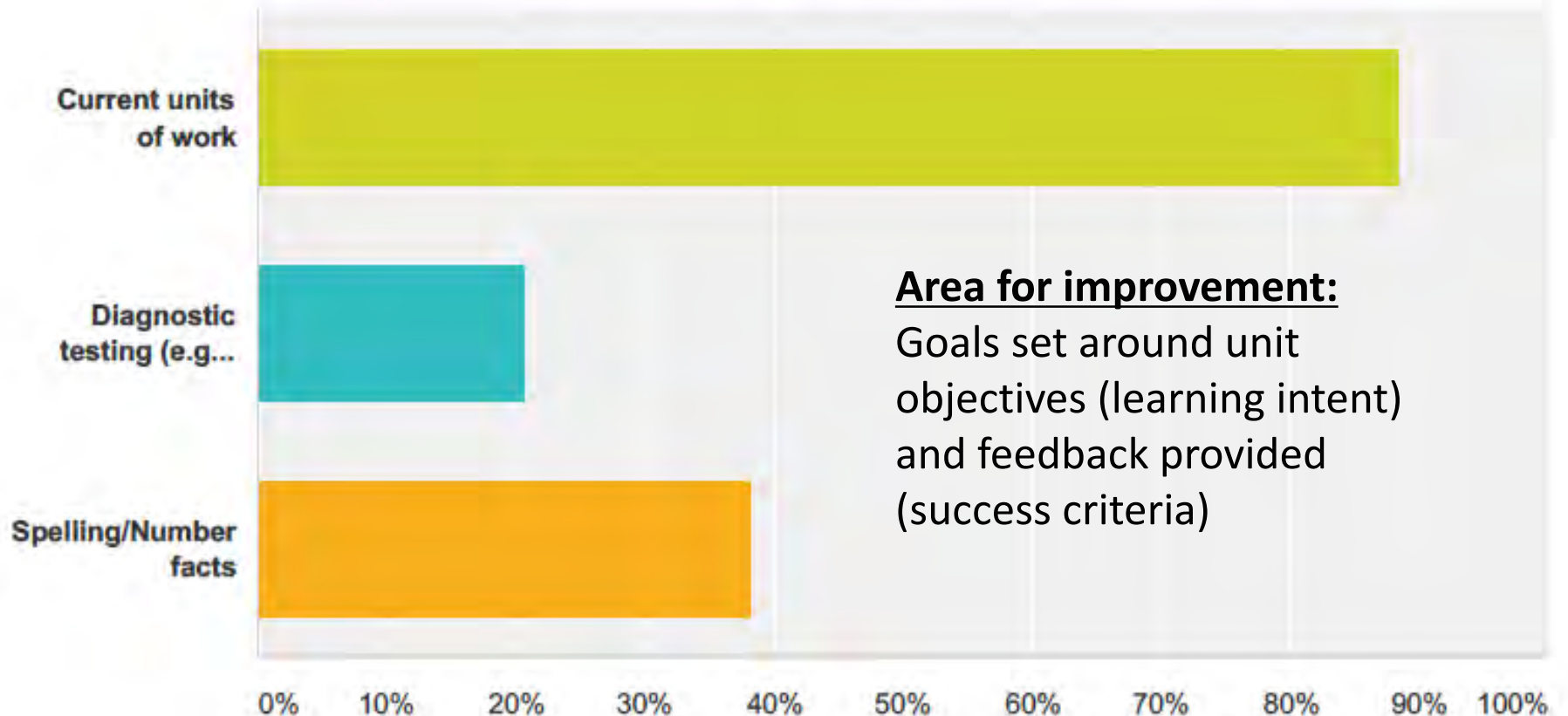
Answered: 34 Skipped: 0



Area for improvement:
A consistent approach to visual displays of goals.

Q4 Student goals are link to? (more than one can be selected)

Answered: 34 Skipped: 0



Teacher feedback

2015

2015 SMART Goals at WESS

Q7 How could goal setting be improved? (In your classroom / school level?)

Teacher Feedback/Areas for Improvement

2015

- *Need more time to conference*
- *Induction/PD for new staff*
- *It could be at times planned as part of the feedback process with Cam - what are potential goals students might have*
- *Feedback for Learning Project provides more timely goals for students. But the goals should still be SMART*
- *My classroom: it needs to be visual for the students on a daily basis. Students need to be constantly aware of it. I need to use the pre-test information (loved Katie's idea) to allow the students to choose from a series of possible goals. When you give them free range, the goals aren't SMART*
- *In my classroom – Maybe bigger display areas, limited wall space. I would like to link some to the GTMJ*
- *I don't know because the main problem is time to focus on the goals*
- *By teaching more explicit lessons so students comprehend the process and that they need to follow through*

Teacher feedback

2015

2015 SMART Goals at WESS

Q8 How could the school help you implement SMART goals in your classroom?

Teacher Feedback/Areas for Improvement

2015

Responses

Allocate time at the beginning of each term so year levels could look at which units of work could be good for goal setting and for identifying the specific elements to focus on at the class or cohort level.

More time to plan more units using the Feedback for Learning model.

Just hearing about how other people set their goals was helpful. How do other teachers keep their students motivated?

more wires above the area near the desks so we can attach them just above each child.

Coaching

More PD.

NCT to conference with individual students

Relevant training

Provide a framework resource pack (poster kits)

Questions/Comments

2012 – 2015 Review SMART GOALS

