



Inspire Growth through
Goal Setting and E-portfolios

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Today we will:

- 1). Discuss the value of reflective practice & growth
- 2). Understand the role of the school leader in clearly communicating the mission
- 3). Share steps you can take to lead teachers through a goal setting process
- 4). Show an example of an end of year portfolio



Why do we set goals
and what does this
process look like at my
school?



With a partner: Think-Pair-Share



Purpose: What kind of thinking does this routine encourage?

This routine encourages students to think about something, such as a problem, question or topic, and then articulate their thoughts. The Think Pair Share routine promotes understanding through active reasoning and explanation. Because students are listening to and sharing ideas, Think Pair Share encourages students to understand multiple perspectives.

Application: When and Where can it be used?

Think Pair Share can be applied at any given moment in the classroom. For example, when approaching a solution, solving a math problem, before a science experiment, or after reading a passage or chapter of a book you may ask students to take a moment to think about a particular question or issue and then turn to their neighbor and share their thoughts. Sharing can also be done in small groups. Some times you will want to have pairs or groups summarize their ideas for the whole class.

Think-Pair-Share

Silently think about “Why do we set goals and what does this process look like at my school?”	1 minute
Get into groups of 2, if possible, and share your thinking, discuss ideas, and ask questions of each other.	3 minutes
Share-out whole group. What themes emerge?	2 minutes

Why do we set goals?

- ★ To focus on what's most important
- ★ To provide direction
- ★ To prioritize workload
- ★ To hold ourselves accountable
- ★ To motivate





**“Our organization’s goal is to _____.
My department’s contribution to that goal is to _____.
And my part in this effort is to _____.”**

Steps for Goal Setting

1). Clearly connect goals with school's mission

2). Provide a framework that helps teachers set their goals

3). Document goals and evidence

4). Reflect



“

Outstanding people have
one thing in common:
an absolute sense of mission.

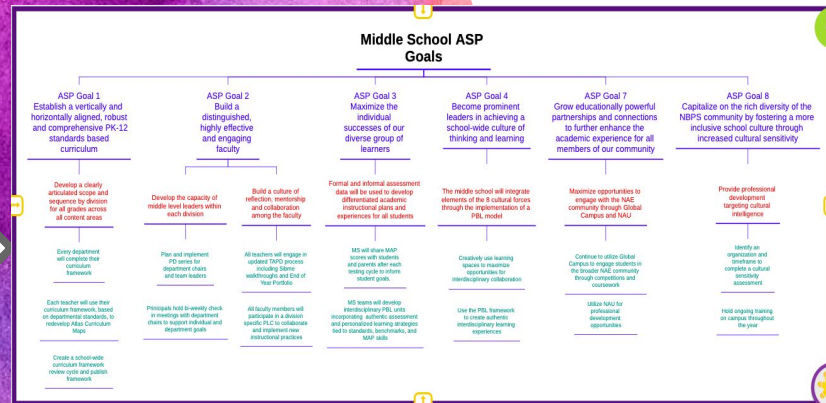
-Zig Ziglar-

”

START

How can we collectively support our mission?

North Broward Preparatory School is an international community committed to accelerating each student's academic achievement and personal growth. We foster critical thinking skills, provide opportunities for the discovery of interests and instill the virtue of civic responsibility. Our challenging, yet nurturing environment, prepares our students to excel in their top choice colleges and universities.



CLEAR



You will use the CLEAR goal format to fully develop an Action Plan related to your ASP focus for the year.

Steps for Goal Setting

1). Clearly connect goals with school's mission

2). Provide a framework that helps teachers set their goals

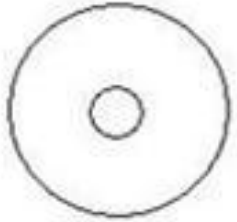
- Brainstorm individual and team goals
- Define goal and its connection to school mission
- Determine steps needed to accomplish goal
- Identify results and outcomes

3). Document goals and evidence

4). Reflect

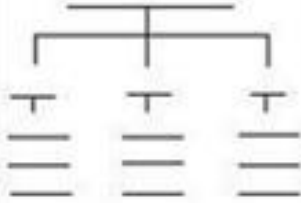


Circle Map



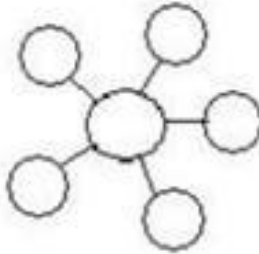
FOR DEFINING

Tree Map



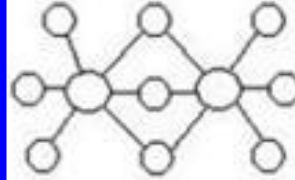
FOR CLASSIFYING

Bubble Map



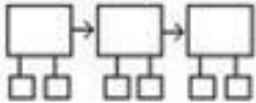
FOR DESCRIBING

Double Bubble Map



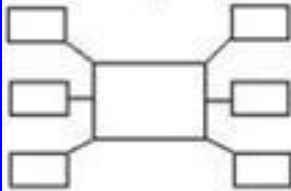
FOR COMPARING

Flow Map



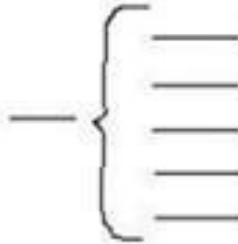
FOR SEQUENCING

Multi-Flow Map



FOR CAUSE
AND EFFECT

Brace Map

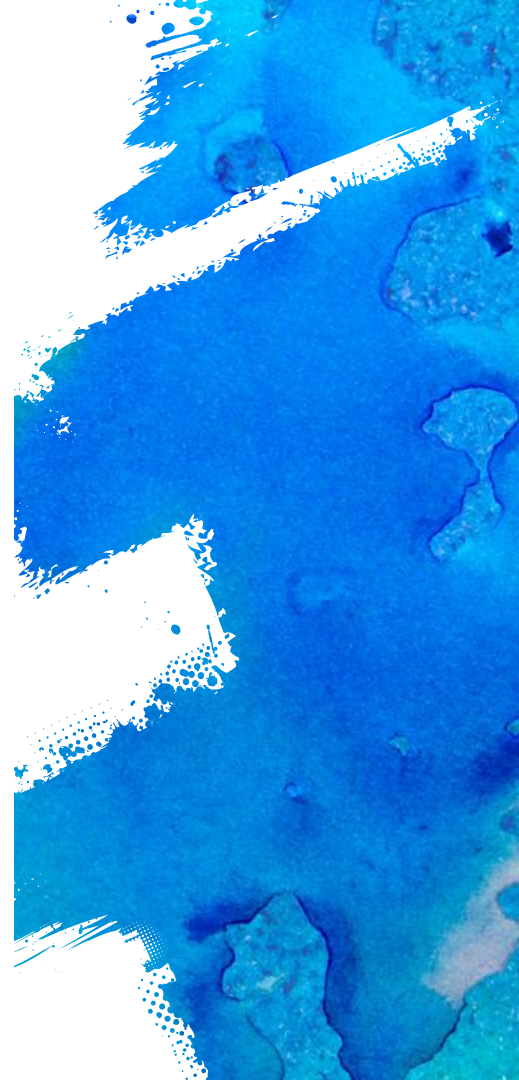


WHOLE TO
PARTS

Bridge Map

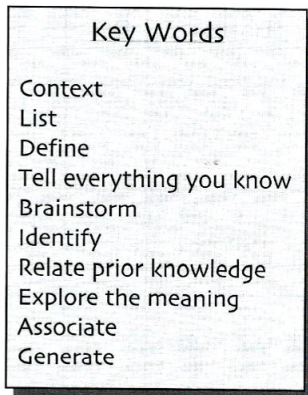
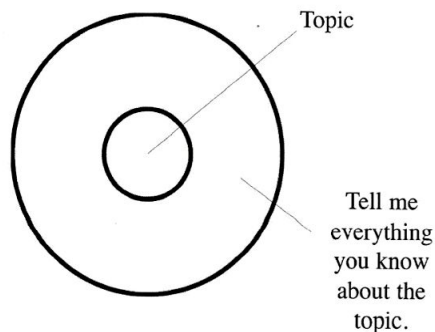
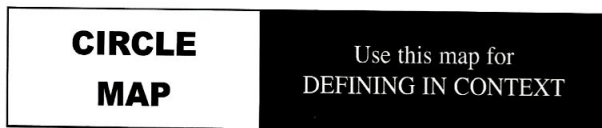


FOR ANALOGIES





Step 1 – Individual Brainstorm

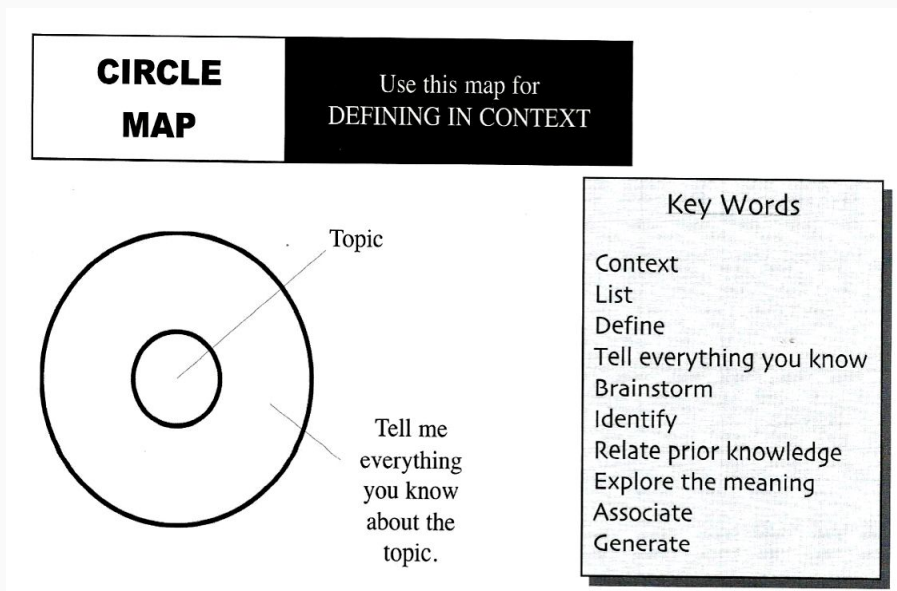


What do I want to improve upon or focus on to effectively impact student learning this year?

1. Write 2019–20 goals in the center of your circle map
2. Brainstorm individual goals for teaching and learning this year.
3. Be strategic in thinking about how these support our ASP.

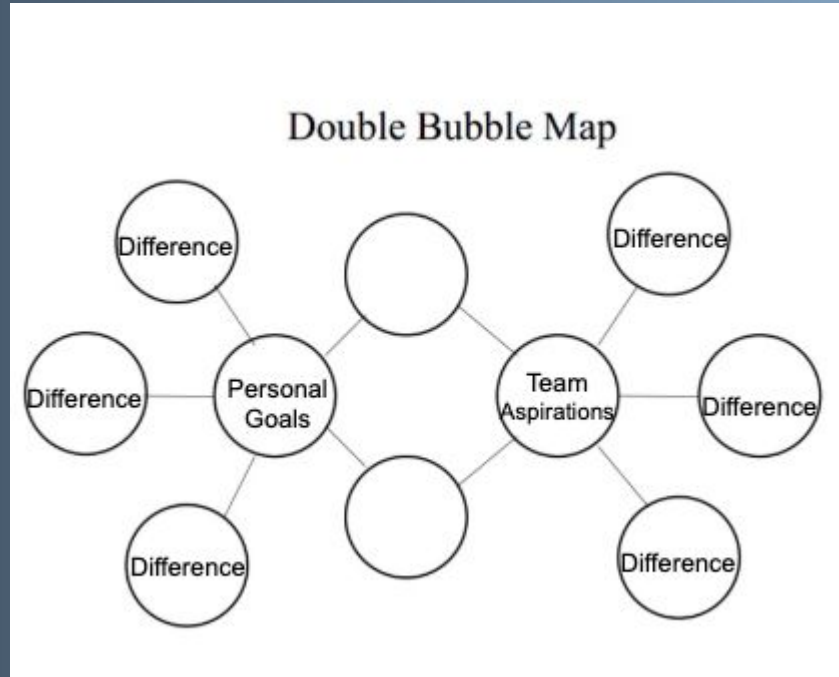
Step 2 – Team Brainstorm

What do we want to improve upon
or focus on to effectively impact
student learning this year?



1. Write “Team Aspirations” in the middle circle.
2. Think – Do I have a personal goal that could have a great impact or be more successful with the help of my colleagues?
3. Brainstorm ideas on the circle map.

Step 3 – Compare Individual Goal Ideas with Team Aspirations



The Double Bubble Map is used for comparing and contrasting any two things.

Key Words

Compare
Contrast
Similarities
Differences
Distinguish between
Differentiate

Step 4 – Define Your Goal

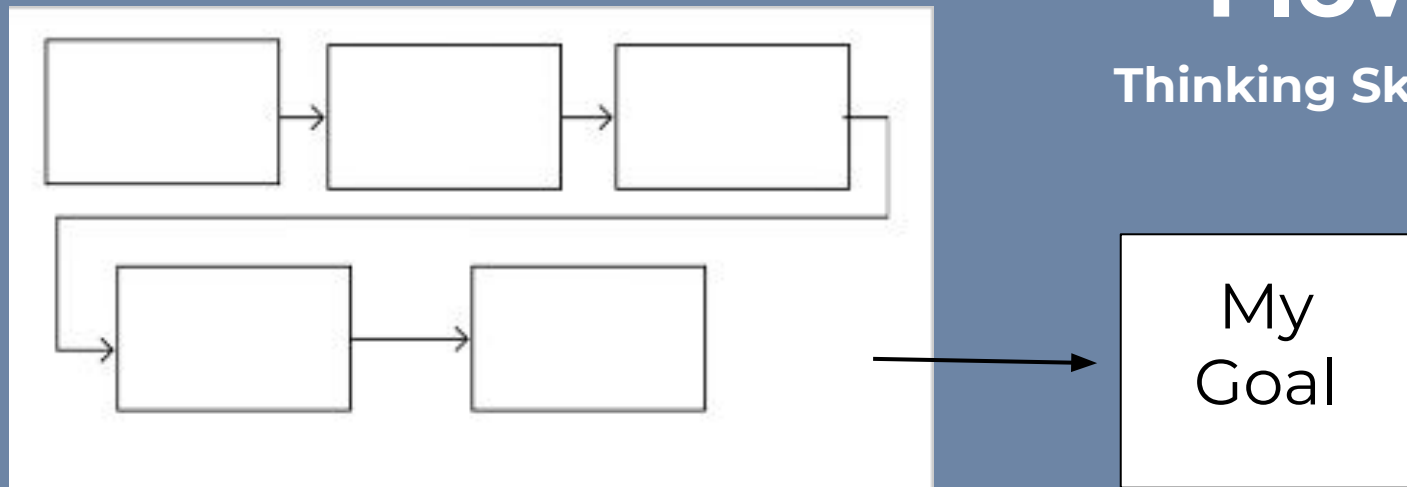


My
Goal

Step 5: Determine the steps you will take to accomplish your goal

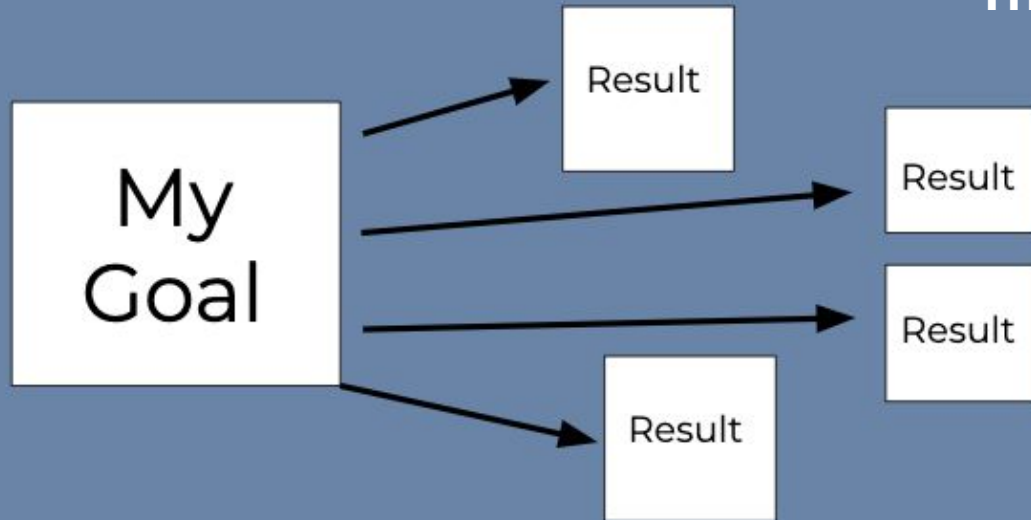
Flow Map

Thinking Skill: Sequencing



Step 6: Identify results and outcomes of achieving your goal

Multi-Flow Map Thinking Skill: Cause and Effect



Steps for Goal Setting

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Collaborative (Think: Who is on your team? Who does this impact? Who can help you? Who can you collaborate with?)

Limited (Goals should be limited in both scope and duration - How will you know when you have succeeded? What will be the result(s)?)

Emotional (Goals should make an emotional connection to you, tapping into your energy and passion. Why does it matter to you and how does it connect to the ASP?)

Appreciable (Large goals should be broken down into smaller goals so they can be accomplished more quickly and easily for long-term gain -What are the key steps?)

Refinable (Set goals with a headstrong and steadfast objective, but as new situations or information arise, give yourself permission to refine and modify your goals)

Things to consider when developing your **CLEAR** goal.



CLEAR Goal Template

Personal C.L.E.A.R Goal 2019 - 2020	
CLEAR Goal 1	Write a clear description of your goal.
Response	
NBPS Teacher Standards Alignment	Which NBPS Teacher Standards does your goal align to?
Response	
ASP Goal Alignment	Which ASP Goal does your goal align to?
Response	
C - Collaborative	How does this goal encourage you to work together collaboratively and in teams?
Response	
L - Limited	What is the scope and duration of this goal? Describe the specific steps that you will take to achieve this goal. How will you know when you have succeeded?
Response	
E - Emotional	How do you personally connect to this goal? How does it tap into your energy and passion for education?
Response	
A - Appreciable	If this is a large goal in scope, how can you break it down into smaller goals so they can be accomplished more quickly and easily for long-term gain? What will those smaller goals be? How will you measure success?
Response	
R - Refinable	Set goals with a headstrong and steadfast objective, but as new situations or information arise, give yourself permission to refine and modify your goals. Should you decide your goals need modification... do so in the space provided here.
Response	

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Example using Book Creator

