Principal Goal Setting ToolKit: High Schools

Student learning is the most important success measure for teachers, schools, and districts. Maximizing student learning begins with setting meaningful goals for students through a thoughtful process that includes two main steps: Understand School Results and Reflect and Define Student Learning Expectations (Goals).

This scale is important to bear in mind when formulating SPS goals. Please see the table below to determine the letter grade scale being used for the current and future years through 2025. Letter grade scales for the new accountability system that will be implemented in 2025-2026 will be set using simulated grades to be released with 2025 school performance scores.

Letter Grade	Scale for 2017-2018 through 2023-2024	Scale for Regular Schools 2024-2025	Scale for Alternative Schools 2024-2025
A	90.0-150.0	90.0-150.0	95.0-150.0
B	75.0-89.9	75.0-89.9	80.0-94.9
C	60.0-74.9	60.0-74.9	65.0-79.9
D	50.0-59.9	50.0-59.9	50.0-64.9
F	0-49.9	0-49.9	0-49.9

GOAL SETTING WORKSHEET

School:	Grade Configuration:	Principal:
Step 1: UNDERSTAND SCHOOL RESULTS & REFLECT (End of year Conversations, Standardized Assessment Summary Reports, Assessment Data, Principal Report Card, 2022-2023 Scores) - *How have we performed in the past, and how does this compare to our peers?* - *What do we know about how our students are progressing toward their goals?* - *Are there certain grades and/or subjects needing more attention than others?* - *Is there a student (e.g. special education, etc.) not making progress when compared to their peers?* - *What student readiness information is available, and how does this inform our priorities and goals?*		
Data Summary:		
Identified Priority Areas and Rationale:		

Baseline and Trend Data:

STEP 2: SET GOALS (Principal Report Card, 2022-2023 Results Summary, other baseline data)
- *How will the goals I set reflect the identified priority areas?*
- *What growth should we expect? How does this compare to past growth and that of our peers?*
- *What level of improvement in Overall SPS reflects realistic expectations for student achievement?*
- *What levels of improvement in one or more components of SPS reflect realistic expectations for student achievement?*

Goal #1: Overall SPS Improvement

Target Statement (reflects Full Attainment):

Ineffective (1 point) Demonstrated an insufficient impact on student learning by falling short of the target.	Emerging (2 points) Demonstrated some impact on student learning, but did not meet the target.	Proficient (3 points) Demonstrated a considerable impact on student learning by meeting the target.	Highly Effective (4 points) Demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin.	Exemplary (5 points) Demonstrated an exceptional impact on student learning by surpassing the target by an outstanding margin.
Achievement Range:	**Achievement Range:**	**Achievement Range:**	**Achievement Range:**	**Achievement Range:**

Goal #2: Component of SPS Improvement

Target Statement (reflects Full Attainment):

Ineffective (1 point) Demonstrated an insufficient impact on student learning by falling short of the target.	Emerging (2 points) Demonstrated some impact on student learning, but did not meet the target.	Proficient (3 points) Demonstrated a considerable impact on student learning by meeting the target.	Highly Effective (4 points) Demonstrated an outstanding impact on student learning by surpassing the target by a meaningful margin.	Exemplary (5 points) Demonstrated an exceptional impact on student learning by surpassing the target by an outstanding margin.
Achievement Range:	**Achievement Range:**	**Achievement Range:**	**Achievement Range:**	**Achievement Range:**

HIGH SCHOOLS WITH SPS OF 90-150

2022-2023 Results Summary

High School Student Achievement Data Component		2022-2023 Averages	Our School 2022-2023	Our School 2023-2024	Our 2024-2025 Goal
SCHOOL PERFORMANCE SCORE (SPS)		101.1			
Assessment Index	Overall	78.7			
	ELA (English I and II) Assessment Index	87.1			
	Math (Algebra/Geometry) Assessment Index	79.5			
	Biology Assessment Index	72.8			
	U.S. History Assessment Index	71.5			
	% Mastery and Above ELA	61			
	% Mastery and Above Math	52			
Progress Index	Overall	95.4			
	ELA Progress Index	96.1			
	Math Progress Index	94.6			
Interests and Opportunities	Overall	130.1			
ACT Index	Average ACT Composite	20.1			
	Average ACT Index	81.9			
Graduation Rate	4-year cohort graduation rate	92.4			
Strength of Diploma	% of graduates earning Advanced or Basic credentials	74			
	% of graduates earning Advanced credentials	33			
	Average Strength of Diploma Index	114.6			

HIGH SCHOOLS WITH SPS OF 75-89.9

2022-2023 Results Summary

High School Student Achievement Data Component		2022-2023 Averages	Our School 2022-2023	Our School 2023-2024	Our 2024-2025 Goal
SCHOOL PERFORMANCE SCORE (SPS)		83.9			
Assessment Index	Overall	57.5			
	ELA (English I and II) Assessment Index	66			
	Math (Algebra/Geometry) Assessment Index	58.6			
	Biology Assessment Index	53.8			
	U.S. History Assessment Index	45.3			
	% Mastery and Above ELA	41			
	% Mastery and Above Math	32			
Progress Index	Overall	84.2			
	ELA Progress Index	85.6			
	Math Progress Index	82.7			
Interests and Opportunities	Overall	121.5			
ACT Index	Average ACT Composite	17.3			
	Average ACT Index	61.1			
Graduation Rate	4-year cohort graduation rate	86.1			
Strength of Diploma	% of graduates earning Advanced or Basic credentials	58			
	% of graduates earning Advanced credentials	14			
	Average Strength of Diploma Index	99.5			

HIGH SCHOOLS WITH SPS OF 60-74.9

2022-2023 Results Summary

High School Student Achievement Data Component		2022-2023 Averages	Our School 2022-2023	Our School 2023-2024	Our 2024-2025 Goal
SCHOOL PERFORMANCE SCORE (SPS)		68.4			
Assessment Index	Overall	40.6			
	ELA (English I and II) Assessment Index	49.3			
	Math (Algebra/Geometry) Assessment Index	37.7			
	Biology Assessment Index	40.5			
	U.S. History Assessment Index	33.5			
	% Mastery and Above ELA	28			
	% Mastery and Above Math	15			
Progress Index	Overall	75			
	ELA Progress Index	76.8			
	Math Progress Index	72.9			
Interests and Opportunities	Overall	108.3			
ACT Index	Average ACT Composite	16.1			
	Average ACT Index	45.6			
Graduation Rate	4-year cohort graduation rate	73.9			
Strength of Diploma	% of graduates earning Advanced or Basic credentials	45			
	% of graduates earning Advanced credentials	12			
	Average Strength of Diploma Index	85.6			

HIGH SCHOOLS WITH SPS OF 50-59.9

2022-2023 Results Summary

High School Student Achievement Data Component		2022-2023 Averages	Our School 2022-2023	Our School 2023-2024	Our 2024-2025 Goal
SCHOOL PERFORMANCE SCORE (SPS)		55.3			
Assessment Index	Overall	28.1			
	ELA (English I and II) Assessment Index	35.4			
	Math (Algebra/Geometry) Assessment Index	22.2			
	Biology Assessment Index	30.3			
	U.S. History Assessment Index	20			
	% Mastery and Above ELA	18			
	% Mastery and Above Math	7			
Progress Index	Overall	67.6			
	ELA Progress Index	69.2			
	Math Progress Index	65.7			
Interests and Opportunities	Overall	114.5			
ACT Index	Average ACT Composite	14.7			
	Average ACT Index	30.9			
Graduation Rate	4-year cohort graduation rate	66.3			
Strength of Diploma	% of graduates earning Advanced or Basic credentials	27			
	% of graduates earning Advanced credentials	2			
	Average Strength of Diploma Index	74.5			

HIGH SCHOOLS WITH SPS OF 0-49.9

2022-2023 Results Summary

High School Student Achievement Data Component		2022-2023 Averages	Our School 2022-2023	Our School 2023-2024	Our 2024-2025 Goal
SCHOOL PERFORMANCE SCORE (SPS)		43.6			
Assessment Index	Overall	32.1			
	ELA (English I and II) Assessment Index	43.6			
	Math (Algebra/Geometry) Assessment Index	28.2			
	Biology Assessment Index	31			
	U.S. History Assessment Index	21.7			
	% Mastery and Above ELA	24			
	% Mastery and Above Math	6			
Progress Index	Overall	71.1			
	ELA Progress Index	73.5			
	Math Progress Index	68.1			
Interests and Opportunities	Overall	68.5			
ACT Index	Average ACT Composite	15			
	Average ACT Index	23.7			
Graduation Rate	4-year cohort graduation rate	49.4			
Strength of Diploma	% of graduates earning Advanced or Basic credentials	7			
	% of graduates earning Advanced credentials	0			
	Average Strength of Diploma Index	55.2			