

## GOAL SETTING IS –

- The process of developing rigorous, measurable goals to improve student learning. Goals span a school year, semester or quarter. The end measure of the goal must be complete prior to the summative evaluation.

### Who develops goals within the West Virginia Educator Evaluation System?

- School Leaders, Classroom Teachers, and Counselors are all required to develop, submit, and implement goals as part of the evaluation process.

### How is the Goal Setting component of the evaluation properly completed?

- The vast majority of West Virginia educators will complete all components of the Educator Evaluation System, including the Goal Setting component, through the WVEIS on the Web online system. Only educators in specific circumstances will use the equivalent alternate evaluation methods. Please contact your employing district central office if you need clarification as to which method you will use.
- Educator goals are entered into the online system using the available generic templates.
- All educators are required to develop and implement a minimum of two (2) goals each school year.
- Educators shall complete the Goal Setting process on or before November 1 of each school year.
  - » Implementation of the goals may take place after November 1.

### What types of goals do Classroom Teachers develop each year?

- Classroom Teachers develop two (2) Student Learning Goals each school year.
- Student Learning Goals shall be related to improving students' academic achievement. The determination of the goals shall be based on the identified needs of the students.
- All teachers in grades Pre-K through 3rd grade shall include one (1) goal which addresses increasing students' reading proficiency.
- Student Learning Goals are to be implemented over the course of at least a grading period (6 or 9 weeks), but may span a full semester (18 weeks) or longer.

### What types of goals do School Leaders develop each year?

- School Leaders develop a minimum of two (2) goals each year.
- The first goal shall be related to student learning and the school leader's job responsibilities as described in the Leadership Standards
- The second goal shall be derived from the school leader's self-reflection based on the WV Leadership Standards.

### What types of goals do School Counselors develop each year?

- School Counselors develop two (2) goals each school year.
- The Standard Element Goal is developed by identifying an area for individual professional improvement in one of the 13 standard elements. Counselors use the standard element rubrics to complete a self-reflection and to identify an area needing improvement. The Standard Element Goal is established to promote growth in the identified area the counselors chooses to improve.
- The Student Impact Goal is developed to meet a specific identified need within the school that research identifies as a variable that impacts student achievement. The determination of Student Impact Goals shall be established jointly between the counselor and principal and based on student needs identified through surveys and needs assessments and a review of school-wide student data (e.g. attendance, discipline, course enrollment data, drop-out data, graduation rates, etc.) and shall address an area related to the WV School Counseling Student Standards.
- These goal are to be implemented over the course of at least a grading period (6 or 9 weeks), but may span a full semester (18 weeks) or the full school year.

### When are the results of each educator's goal setting expected to be available?

- Classroom Teachers and School Counselors must have the results of their goals input into the online system prior to their Summative Conference, which occurs prior to June 15 each year.
- School Leaders must have the results of their goals input into the online system prior to their Summative Conference with their evaluator, which occurs prior to July 1 each year.