**Cascading Goals Planning Document**

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| 1. **Review Data to Determine Campus Goals** | **Tips and Guiding Questions:**   * Review the campus mission and vision. Review campus data sources, such as student achievement, TAPR, climate surveys, teacher evaluation data, etc. Review strategic plans, such as CIP, TIP, etc. * What are 1-2 top priorities for refinement to support student success? * Generate a goal(s) using the SMARTIE criteria (1-3 goals max). |
| **Our Campus Goal(s):** |
| 1. **Meet with Stakeholders** | **Tips and Guiding Questions:**   * Share the campus SMARTIE goals. * From your role or perspective, what factors contribute to this area of need for our campus? * Conduct a root cause analysis to help uncover strategies to address the need. * How does your role connect to and support this goal? |
| **Notes From Stakeholder Discussions:** |
| 1. **Determine Specific Objectives for the Teams or Departments** | **Tips and Guiding Questions:**   * Share campus goal(s) with each team/dept. * Meet with each team/dept to discuss how their work connects to and supports the campus goal. (This includes your administrative team.) * Have teams/dept create a goal for their group that aligns with and supports the success of the campus goal(s). * Have teams/dept determine the next steps, training, or resources needed to begin implementing the work toward addressing the goal. * Encourage staff to consider connecting these objectives to their professional or student growth goal for the year. |
| **Notes from Team/Dept Meetings:** |
| 1. **Monitor, Adjust, and Support** | **Tips and Guiding Questions:**   * Set check-in dates on your calendar (monthly or quarterly) to monitor the data for your goal. * Include time on your team agendas to review campus or team/dept data for the goal or team objective. * Include time in monthly or quarterly faculty meetings to monitor data and make adjustments to achieve the goals. * Data is meant to inform and adjust needs. Accountability for the data should be supportive and growth-oriented. |
| **Notes from Progress Monitoring Campus Goals or Team/Dept Objectives:** |
| 1. **Celebrate and Action Plan** | **Tips and Guiding Questions:**   * Where do we see improvement related to the goals or team/dept objectives? * Intentionally schedule time to acknowledge and celebrate campus or staff successes. * Consider the next steps to continue growth in this area or another area that needs refinement. |
| **Notes from Celebrations and Action Planning:** |