**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).
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| **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?
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| **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.
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| **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.
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| **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.
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| **Notes from Celebrations and Action Planning:** |