

What To Do When We Are Not Meeting The Goals?

DSSR PD Miniseries

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**SOUTH CAROLINA
DEPARTMENT OF EDUCATION**

Agenda

1 Review

**2 What To Do When We Are
Not Meeting The Goals**





Agenda # 1

Review



Where have we been?



Revisiting Goals & Action Steps

- We have updated our One-Upload Template to reflect cycle years versus actual years. With this change, we hope to make it easier to follow your plan through the continuous update cycle.

Old Template

Performance Goal Area: Teacher/Administrator Quality*

(*required)

PERFORMANCE GOAL: (SMART Goal must include: WHO will do WHAT, as measured by HOW and WHEN.)

By May 2030, Palmetto Grove Elementary will increase the relevance and impact of professional development by implementing a differentiated, job-embedded PD model aligned to instructional needs and school priorities. At least 90% of teachers will report PD as “highly relevant” on the end-of-year staff survey, up from 40%.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):

Data Source	Average Baseline		2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Staff Survey related to Professional Development	40%	Projected Data	50%	60%	70%	80%	90%
		Actual Data	55%	62%			

*Add or delete rows as needed.



New Template

Performance Goal Area: Teacher/Administrator Quality*

(*required)

PERFORMANCE GOAL: (SMART Goal must include: WHO will do WHAT, as measured by HOW and WHEN.)

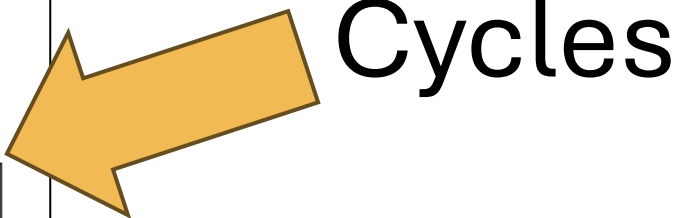
By May 2029, Palmetto Grove Elementary will increase the relevance and impact of professional development by implementing a differentiated, job-embedded PD model aligned to instructional needs and school priorities. At least 80% of teachers will report PD as “highly relevant” on the end-of-year staff survey, up from 40%.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):

Data Source	Average Baseline		Update 1	Update 2	Update 3	Update 4
Staff Survey related to Professional Development	40%	Projected Data	50%	60%	70%	80%
		Actual Data	55%			

*Add or delete rows as needed.



Review

- Comprehensive Needs Assessments and Executive Summaries
- Identifying Root Causes
- Setting Goals and Action Steps
- What To Do When We Are Not Meeting the Goals?
- Innovation Station
- Pathways to Flexibility
- Return on Investment





Agenda # 2

**What To Do When We Are Not
Meeting The Goals?**



Why Are We Not Meeting The Goal(s)?

- The 5 Why's
 - This involves asking “why” at least 5 times, with each answer forming the basis of the next question, until the controllable root cause is identified.
- The Fishbone Diagram
 - The diagram gets its name from its shape: a central “spine” points to the problem on the right, while “bones” branch off to present cause categories such as people, process, equipment, materials, etc.
 - The structure forces the team to examine the problem from multiple angles rather than fixating on the most obvious suspect.
- A goal or strategy cannot be developed or edited until one understands the cause of the problem.



Reasons Why A Goal Needs To Be Revised

- The district or school inherited the plan from a previous administration or administrator.
 - If the plan is not working for the district or school, revise it.
 - There is no law or regulation preventing the district or school from revising the plan.
- The goal was not a SMART Goal.
- New issues have surfaced and become a priority.
- The goal does not align with district or school priorities.
- The district or school has gone through reconfiguration.
- The district or school met the goal.
 - What's next?



Reasons Why A Strategy Needs To Be Revised

- The current strategy is not producing the desired results.
- The evidence suggests a new strategy is needed.
 - Which evidence?
- The strategy is misaligned and does not support the goal(s).



When Revising, Remember...

- What specifically will change in implementation?
- Who is responsible for carrying out the strategy?
- What resources, funding, or professional development are required?
- What barriers might prevent successful implementation?
- What milestones should be established?



Failure to Create a Strategic Performance Goal

Not Strategic

- By 2029-2030, 60% of 3rd-8th graders will score “Meets or Exceeds” on the ELA and Math benchmarks as measured by Spring MAP scores.

Strategic

- By 2029-2030, cohort data of 6th-8th graders will increase by 5 percentage points each year as measured by Spring Math MAP.

Baseline Data:

- 6th – 55% → 75%
- 7th – 37% → 57%
- 8th – 46% → 66%



Failure to Create a Strategic Performance Goal

Not Strategic

- By 2029, 100% of the faculty/staff will receive appropriate schoolwide and area-specific professional development.

Strategic

- By 2029, based on a focus of professional development specific to small group instruction, classroom observation data of small group instruction will increase from 60% to 90%.



How Do I Edit A Goal?

- Run a strikeout line through the goal and rewrite the goal.
 - Edit, as necessary, any strategies or action steps related to that goal
- Make a comment in the Executive Summary stating why the goal was edited.
 - What new data has emerged since the original goal was written?
- Review the Comprehensive Needs Assessment.
 - What do we need to work on?
 - Does the revised goal address the root cause of the need?



HOW WE REVIEW DSSR PLANS

1

START HERE



GOALS FIRST

We begin by reviewing the goals in the plan.

2

CHECK CONNECTION



We go back to the **Executive Summary** to ensure the goals are connected.

3

CHECK ALIGNMENT



We go back to the **Comprehensive Needs Assessment** to ensure alignment with needs.

CONNECTION + ALIGNMENT

WRITE IT. FOCUS IT. ACHIEVE IT!

A great performance goal
turns **intention** into **impact**.



FOCUS
on what
matters most



DEFINE
a clear,
measurable result



PLAN
the key steps
to get there



ACHIEVE
and celebrate
your success!



Questions



DSSR PD Miniseries

INNOVATION STATION



NOVEMBER 4



9:00 AM