

MODESTO CITY SCHOOLS

Certificated Evaluation Goals Examples

2021-2022 District Focus: Equity and Student Engagement

Each certificated staff who is being evaluated will have two (2) goals over the course of the year. The two goals will be centered on the annual district focus and professional growth. The district annual focus for the 2021/22 school year is equity and student engagement. Below are sample goals to assist you in your goal development.

District Focus - Student Engagement	My daily objectives will include specific and planned opportunities for students to read, write, listen, and speak in every lesson.
District Focus - Student Engagement	My lessons will include frequent and planned student opportunities to regularly collaborate. I will develop group roles (e.g. Reporter, Recorder, Facilitator, Time Keeper, Materials Manager, etc.) to ensure all students have an opportunity to participate.
District Focus - Equity or Professional Growth	Increase my equity awareness and integrate a new equitable practice into my classroom.
Professional Growth	I will seek out and take a minimum of 6 hours of professional development related to strategies and tools to engage all learners. I will incorporate these strategies into my lessons and share out the results with my PLC.
Professional Growth	I will learn to use a data protocol when reviewing my student-level data and prioritize learning based on the student outcomes. I will collaborate my progress and struggles with my PLC.
District Focus - Student Engagement	85% of students will demonstrate mastery of math facts at the end of the year district benchmark assessment. I will achieve this by focusing on the math routine Beyond the Basic Facts and ensuring that all of my students are engaged for that part of the routine. I will particularly support student groups by assisting those students who struggle by providing one extra session of BTBF each week.
District Focus - Equity	The EL student group on my speech caseload will demonstrate the same level of growth as the other students on my caseload.

District Focus - Equity or Student Engagement	80% of students will score proficient on weekly CFAs developed by our seventh grade English department. I will focus my efforts on African American students to ensure the same growth as other students.
District Focus - Student Engagement	90% of students will demonstrate that they enjoy school and learning throughout the school year. I will administer monthly student surveys asking them specific questions about the learning environment, what is working well for them, and what could be improved. I will adjust my lessons and instruction based on the surveys. For students who demonstrate continued disengagement, I will utilize the resources available and engage parents to try to make a change for the student.
District Focus - Equity or Student Engagement / Professional Growth	I recognize that I tend to lecture a lot, so this year I am going to engage in Universal Design for Learning (UDL) PD and I will design one lesson weekly incorporating UDL strategies.
District Focus - Student Engagement	I will focus on critical thinking skills as well as having students craft a solid essay to engage students in deeper learning instead of focusing on content mastery or novel studies so that 100% of my students will pass the AP English test with a 4.
District Focus - Equity / Professional Growth	80% of the students on my caseload will demonstrate growth on DIBELS assessment by the EOY, moving from well below to met standard. I will be pushing into classrooms during core instruction to support students on reading fluency and I will provide monthly workshops for K-3 teachers on how to best support students with disabilities on reading mastery. I will also work closely with the MTSS coach to examine progress monitoring and work with different strategies to support the students.
Professional Growth	I would like to learn more about 2x10 strategy and Restorative Circles to implement these practices in my classroom. One thing I would like to engage in to support this goal, would be Restorative Circles training.
Professional Growth	I will learn how to use Performance Matters and utilize this platform to analyze student results to inform my instruction.
District Focus - Equity or Professional Growth	To assist my ELs, I will be working to utilize SIOP regularly in the classroom and I will ask an ELA coach and my administrator for feedback and support regarding my implementation of SIOP.
District Focus - Equity	The Foster and Homeless student group on my counselor caseload will be provided additional intervention and support to ensure each student is on track for graduation and achieves their four-year plan goals.