

## CATO-MERIDIAN CSD DISTRICT SMART GOALS 2019-20

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SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed.

**A SMART goal is:**

**Specific (and strategic):** Linked to position summary, departmental goals/mission, and/or overall School of Medicine goals and strategic plans. Answers the question—Who? and What?

**Measurable:** The success toward meeting the goal can be measured. Answers the question—How?

**Attainable/Achievable:** Goals are realistic and can be achieved in a specific amount of time and are reasonable.

**Relevant and realistic:** The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

**Time frame:** Goals have a clearly defined time-frame including a target or deadline date.

*Examples:*

Not a SMART goal:

- Employee will improve his/her writing skills.

*Does not identify a measurement or time frame, nor identify why the improvement is needed or how it will be used.*

SMART goal:

- The Department has identified a goal to improve communications with administrative staff by implementing an internal departmental newsletter. Elaine will complete a business writing course by May 2015 and will publish the first monthly newsletter by September 2015. Elaine will gather input and/or articles from others in the department and draft the newsletter for supervisor review, and when approved by supervisor, distribute the newsletter to staff by the 15<sup>th</sup> of each month.

## **SMART Goal #1 Increasing Reading/ELA Outcomes**

Specifically – WHO? Linked to the Strategic Planning Committee work here at Cato-Meridian. Administration and teaching staff are responsible for implementation.

WHAT?– **LETRS training for all K-6 teachers who teach Reading/ELA.**

- 20 staff members trained over the summer
- teachers who were unable to attend the summer training will receive the Professional Development in the fall of 2019
- Purchase of materials
- Structured bi-weekly Grade Level Team Meetings for reflection and questions

Measurement/Assessment – HOW? The development of an Assessment Plan for K-12 in the area of ELA/Reading.

Reviewing the HS grading and position paper for CMCS.

The existing RTI committee will begin this work and now include HS. Integration of HS Grading and Position Paper with the work of the RTI committee will be critical for the creation of the K-12 Assessment Plan.

Attainable/Achievable – REASONABLE? Yes, with district support because our students, teachers, parents, and administrators are awesome.

Relevant and Realistic – EXPECTED RESULT?

Directly aligned with the Cato-Meridian Strategic Plan. We will increase our passing rate (Per 3-8 NYS ELA Exams) by 10%.

Timed Frame – WHEN? June 2020 the All teachers will be trained and implementation will be complete. The district Assessment Plan will be in draft form with a summer presentation to the BOE. The Assessment Plan will be shared with parents and students and begin in the 2020-21 school year.

**SMART Goal #2 Promoting Social-Emotional Competencies**

Specifically – WHO? Linked to the Strategic Planning Committee work here at Cato-Meridian. Administration and teaching staff are responsible for implementation.

**WHAT?– Continuation of Positivity Project (P2) and Therapeutic Crisis Intervention for Schools (TCIS)**

- Bus Drivers and Support Staff Awareness Trained in TCIS by December 2019
- P2 Kickoff for Staff (August 2019)
- Purchase of materials for P2 and TCIS
- Support for District P2 team
- Identify Priority List of Teachers trained in TCIS this school year. This will depend on student need.

Measurement/Assessment – HOW? Develop a list of staff members trained in TCIS. P2 activities throughout the school year.

Attainable/Achievable – REASONABLE? Yes, with district support because our students, teachers, parents, and administrators are awesome.

Relevant and Realistic – EXPECTED RESULT?

Directly aligned with the Cato-Meridian Strategic Plan. Continued success of P2 and a decrease of 10% in discipline incidents K-12.

By

Timed Frame – WHEN? June 2020