

SMART Goal Template

School: Durham Community School 2017-2018
Team Name: Whole school
Team Members: School staff
District Goal: (Focus on Student Achievement through Improved Student-Centered Teaching and Learning)
<i>We have identified a number of mediators of feedback and achievement including the distinction between focusing on giving or receiving feedback, how the culture of the student can mediate the feedback effects, the importance of disconfirmation as well as confirmation, and the necessity for the climate of the learning to encourage "errors" and entice students to acknowledge misunderstanding and particularly the power of peers in this process. ~ Hattie from <u>Feedback: The communication of praise, criticism, and advice</u>, 2011</i>
This two year goal is to improve the effectiveness of feedback from both teachers and peers to increase student achievement across content areas.

Team SMART Goal	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Develop goal and establish plan.	Read article from Hattie's research on feedback. View video on visible learning on feedback. Establish goal and launch activity for staff.	School Leadership Team	August 25th SLT retreat	Resources identified and plans made
Launch goal	Share reading with whole staff and video clip. Outline plans for the year.	Will & Hiram	August 31, 2017	Staff understand the goal and make initial connections to existing work.

Build understanding of feedback vs advice	Articles on feedback	School Leadership Team meeting.	10/11/17	Select article for whole staff work.
Build understanding of feedback vs advice	Whole staff discussion on Teams identify sub goals	Will & Hiram	10/31/17 Added as PD time due to power outage	Teams and PLCs list of target content/context for feedback.
Communicating levels of success	Exemplars, progressions, rubrics	School Leadership Team	11/8/17	Articles selected
Communicating levels of success	Reflecting on and sharing exemplars, progressions, rubrics	School Leadership Team and staff.	11/15/17	
Building skills in: Listening to feedback. Peer to peer feedback Providing feedback Formative assessment practices How to communicate success levels.	Menu of workshop choices TBD	School Leadership Team and staff.	12/6/17	Identify target students to focus on and establish baseline data.
Skill building continued	Menu of workshop choices TBD	School Leadership Team and staff.	2/7/18	Teachers reflect upon and share practices.
Review progress and plan next steps	Reflect upon year long learning and review progress of identified students. Identify next steps.	School Leadership Team and staff.	4/25/18	Review data of target students.