

Student outcomes don't change until adult behaviors change.

Draft language of the Nevada State Board of Education's Vision Statement

All Nevada students are equipped and feel empowered to pursue the future of their choosing.

Definitions for Goal Setting

SSG Goals:

- Policy statements that are SMART, that are student outcomes focused, and that describe the Board's top priorities during the timeline for which they are adopted.
- Goals generally are set for a three to five year period.
- Goals generally take the form of "student outcome will increase from X to Y by Z."

SMART Goals are

- **Specific**- Focus on precise needs or
- **Strategic**- Focus on high-priority issues
- **Measurable** – information on how change will be calculated.
- **Attainable** – actions that can control or influence and can be accomplished with existing resources.
- **Results-based** – identify specific outcomes that are measurable or observable.
- **Time Bound** – identify the amount of time required to accomplish it.

Each goal will have

- **Starting Point:** Measure's agreed baseline. Used for comparing and monitoring growth.
- **Ending Point:** Measure's desired future state.
- **Starting Date:** Month and year of the measure's starting point.
- **Ending Date:** Month and year by when the measure will reach the ending point.
- **Population:** The group of students who will be impacted and/or who are being measured.

Sample SMART Goals

- The percentage of graduation rates of minority students who will graduate with the CCR Diploma will increase from W% on X date to Y% by Z date.
- The percentage of students at underperforming schools who meet or exceed the state standards will increase from W% on X to Y% by Z
- The percentage of males of color who graduate high school with an associate's degree will increase from W% on X to Y% by Z

Interim Goals are a measure of progress toward a defined goal that can be expressed as a number or percentage. There should be 3 -5 interim SMART (including a starting point, ending point, a starting date, ending date, and population) goals per main goal. Each IG should last from 1 to 3 years. These will be developed by the State Superintendent.

Guardrails are specific prohibitions on Superintendent authority that are aligned with the vision and grounded in community values.

Sample Guardrails

- Do not allow the number or percentage of students in low performing campuses to increase or remain the same.
- Do not allow the inequitable treatment of students.
- Do not allow teachers or principals in the bottom two quartiles of performance to serve in low performing campuses.

SMART GOAL WORKSHEET

GOAL:

Intention	What do you want to achieve?	
Specific	<ul style="list-style-type: none">• What do I want to accomplish?• What are the requirements?• What are the constraints?	
Measurable	<ul style="list-style-type: none">• How will I Measure progress?• How will I know when the goal is accomplished?	
Achievable	<ul style="list-style-type: none">• How can the goal be accomplished?• What are the logical steps I should take?	
Results-based	<ul style="list-style-type: none">• What are specific outcomes desired from the goal?	
Time Bound	<ul style="list-style-type: none">• How long will it take to accomplish?• When is the completion due?• Why do I want to accomplish this?	