

Have you ever been a member of a group, committee, or task force that proved to be a negative experience? Simply putting people in groups does not ensure a productive, positive experience for participants.

According to research, when individuals work through a process to create explicitly stated norms, and then commit to honor those norms, they increase the likelihood

# SMART Goals: A Critical Step

Setting school goals that are specifically linked to BI SD district goals will help to bring those district goals to life.

The goals should focus on the intended outcome rather than on the strategies to achieve the outcome.

## What is a SMART Goal?

SMART goal acronym provides much-needed clarity. Goals are SMART when they are:

- Strategic (aligned with WKHRDQDWLRQDOV and specific)
- Measurable
- Attainable
- Results oriented
- Time bound (specifying

when the goal will be achieved)

With this in mind, we can clearly see the importance of each collaborative team translating one or more of the school goals into a SMART goal that drives the work of the team.

Effective team goals will help answer the question, RZOOZINRZIRX strategies are resulting in DLWGHWOHDDQ

## How will we know when each student has learned it?

Formative assessments are a tool that educators use to change classroom instruction as it is occurring. This type of assessment allows the teacher to delete what is not

working, and add components that may work better; it is an opportunity to improve upon a given process of instruction. Formative assessments are not generally used by school

administrators to determine student grades and placement or for testing.

The purpose is to "form" the current lesson and future lessons.

## Formative Assessment: Three Things Must Occur

<p><b>1</b></p> <p>The assessment is used to identify students who are experiencing difficulty.</p>	<p><b>2</b></p> <p>Those students are provided additional time and support to acquire the intended skill or concept.</p>	<p><b>3</b></p> <p>The students are given another opportunity to demonstrate that they have learned.</p>
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See Page 3 for examples of formative assessments

# Examples of Formative Assessment

**Exit Slips** are written responses to questions the teacher poses at the end of a lesson or a class to assess student understanding of key concepts. They should take no more than 5 minutes to complete and are taken up as students leave the classroom. The teacher can quickly determine which students have it, which ones need a little help, and which ones are going to require much more instruction on the concept.