

## **FLEXIBILITY OPTIONS IN TEACHER EVALUATION**

### **DEVELOPMENT OF STUDENT GOALS / OBJECTIVES**

**Flexibility Option :** 1 Student Growth Objective / year

Support specialist develops growth objectives & indicators based on his / her role

**What questions should guide discussion of the Professional Development & Evaluation Committee?**

1. What are the advantages and disadvantages of writing 1 student goal?
2. If we're not ready to make a full change to requiring only 1 student goal for next year, should we pilot this with a smaller group of teachers?
3. With the development of 1 student goal, how many indicators would we recommend teachers include?
4. What guidelines do we think are important for teachers and evaluators to follow when developing and agreeing on 1 student goal?
5. Where can we find good samples, or how can we develop good samples, of student goals that focus on the most important role of : (1) a support specialist who provides services directly to students, (2) a support specialist who works primarily with teachers, and (3) a support specialist who doesn't work with either students or teachers?
6. If we want to focus on the use of only 1 student goal starting this year, what guidance can we give to teachers and evaluators about reaching mutual agreement on which student goal to use?