

Transformational Coaching Team Goals, 2013–14

Teacher performance, as measured by the teaching evaluation rubric. By June:

1. On Element 3.4A of the rubric, 100% of teachers will make one column of growth;
2. On Element 1.2A, 80% of teachers will make one column of growth, or consistently score at a three (out of four) or higher;
3. On Element 2.3A, 95% of teachers consistently score at a three (out of four) or higher.

Client satisfaction: By June, at least 90% of those participating in this coaching program will agree or strongly agree with the following statements on our end-of-year survey:

1. *I feel that my coach has helped me improve my professional practice.*
2. *I feel that coaching has been a positive experience.*

Teacher retention: At the end of this school year, we will retain at least 85% of effective teachers.

Student learning: Our work is in support of the following student learning goals. We will take these into account when evaluating the success of our work.

- *Reading: 100% of students will make 150 points of growth on the reading assessment.*
- *Writing: 100% of students will make one level of growth on the writing assessment.*

Student experience: Our work is in support of the following student experience goals. We will take these into account when evaluating the success of our work.

- *Reduce the suspension rates of African American and Latino males by 20%.*
- *Reduce chronic absence by 5%.*