



Target Setting

Orlando, November 2014





Convening Overview

Learner Objective

- Reset annual targets to align to the Florida Standards Assessments and prepare for the annual renewal process



Agenda for Target Setting

- USDOE Requirements: Target Setting
- Review Targets set during proposal
- Percentile targets
- Team & Mixed Group Discussion
- Team Planning
- Gallery Walk



Target Setting Worksheet

Annual Targets –

- Districts must, at a minimum, establish *annual targets* for Year 1, 2, and 3, for proficiency on the State's assessments in both reading and mathematics.



Target Setting Worksheet

Annual Renewals -

- Funds will be released annually based on renewal rubrics, which are scored in three parts:
 - **Documentation**
 - **Implementation**
 - **Performance**
 - Full credit= target met or exceeded
 - Half credit= some movement, but target not met
 - No credit= decline or no movement in targets

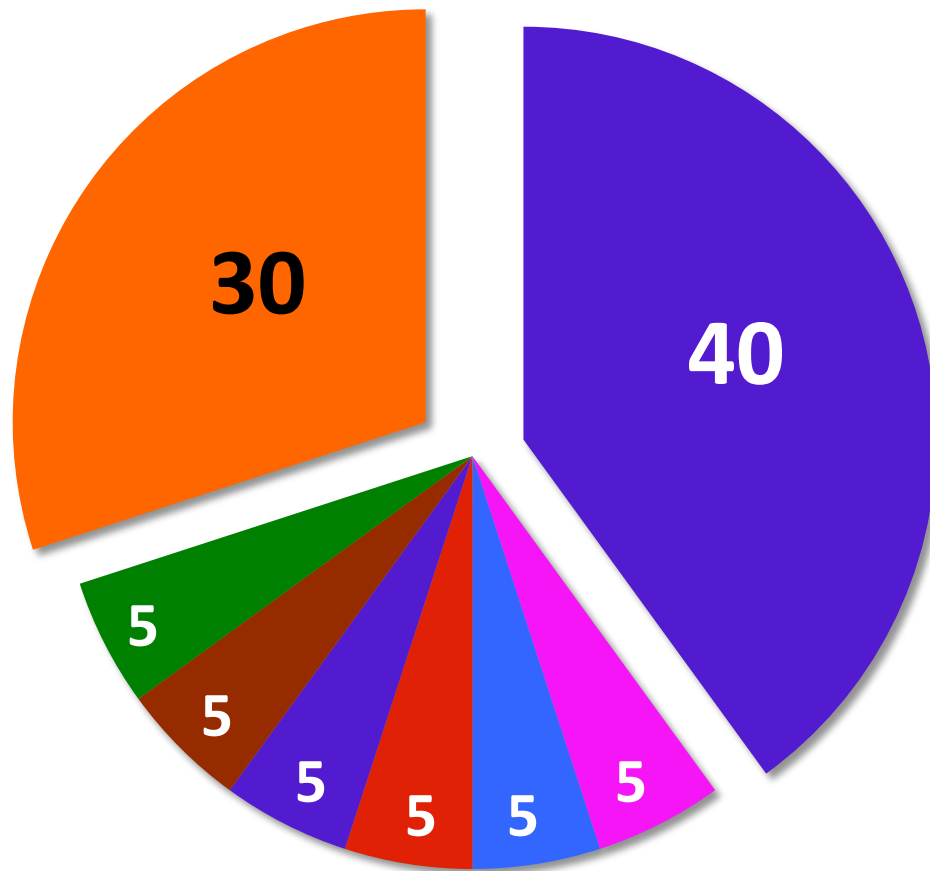


Target Setting Worksheet

Annual Renewals -

- **First annual renewal**
 - Awards determined by **documentation** and **implementation only**
 - **Documentation:** 40% weight
 - **Implementation:** 60% weight
 - 80% of possible points must be earned to receive funding for Year 2.

Annual Evaluation for Renewal - Year 1



- Project Management Score
- District Implementation Survey
- School Implementation Survey
- Focus Group District Participation
- Focus Group School Participation
- Midyear Reflection on District SIG Goals
- Midyear Reflection on School SIP Goals
- RED Evaluation



Target Setting Worksheet

Annual Renewals –

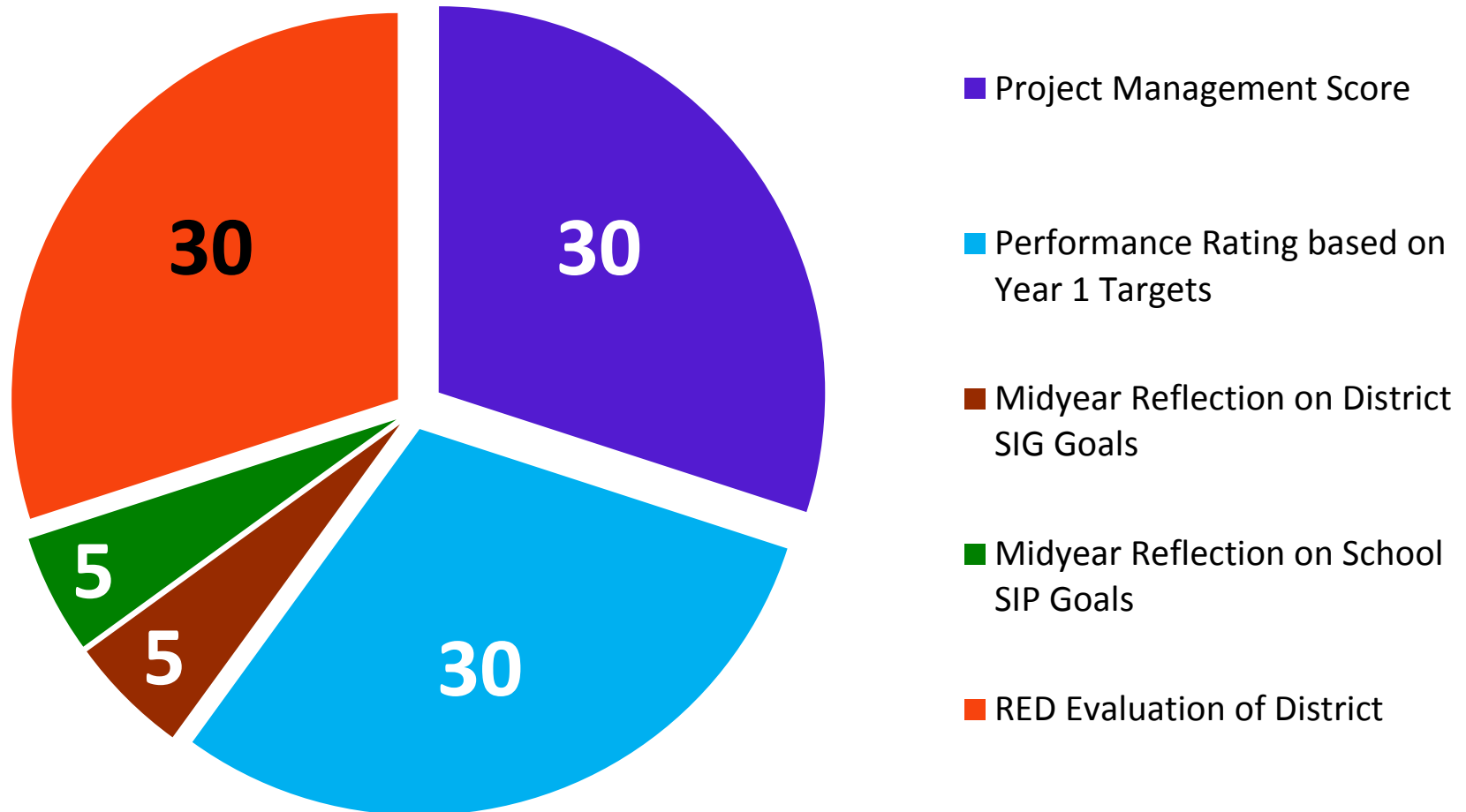
▪ **Second annual renewal**

– All 3 areas weighted:

- **Documentation: 30%**
- **Implementation: 40%**
- **Performance: 30%**

– 80% of possible points must be earned to receive funding for Year 3.

Annual Evaluation for Renewal - Year 2





How many targets do I select?

- 100 point total scale (**must meet 80% for renewal**)
- 30 points come from **performance (targets)**
- Must make 1/3 of your targets to be eligible for renewal (10 of 30 points) **if full points are earned in the other 2 areas.**

Points needed for Year 3 renewal

Based on needing a minimum of 10,
if full points earned for other components

Number of targets selected	Points earned out of 30 possible (per target, based on the number selected)		
	Meets Target	Partially Meets Target	No Improvement toward Target
2	15	7.5	0
3	10	5	0
5	6	3	0
6	5	2.5	0

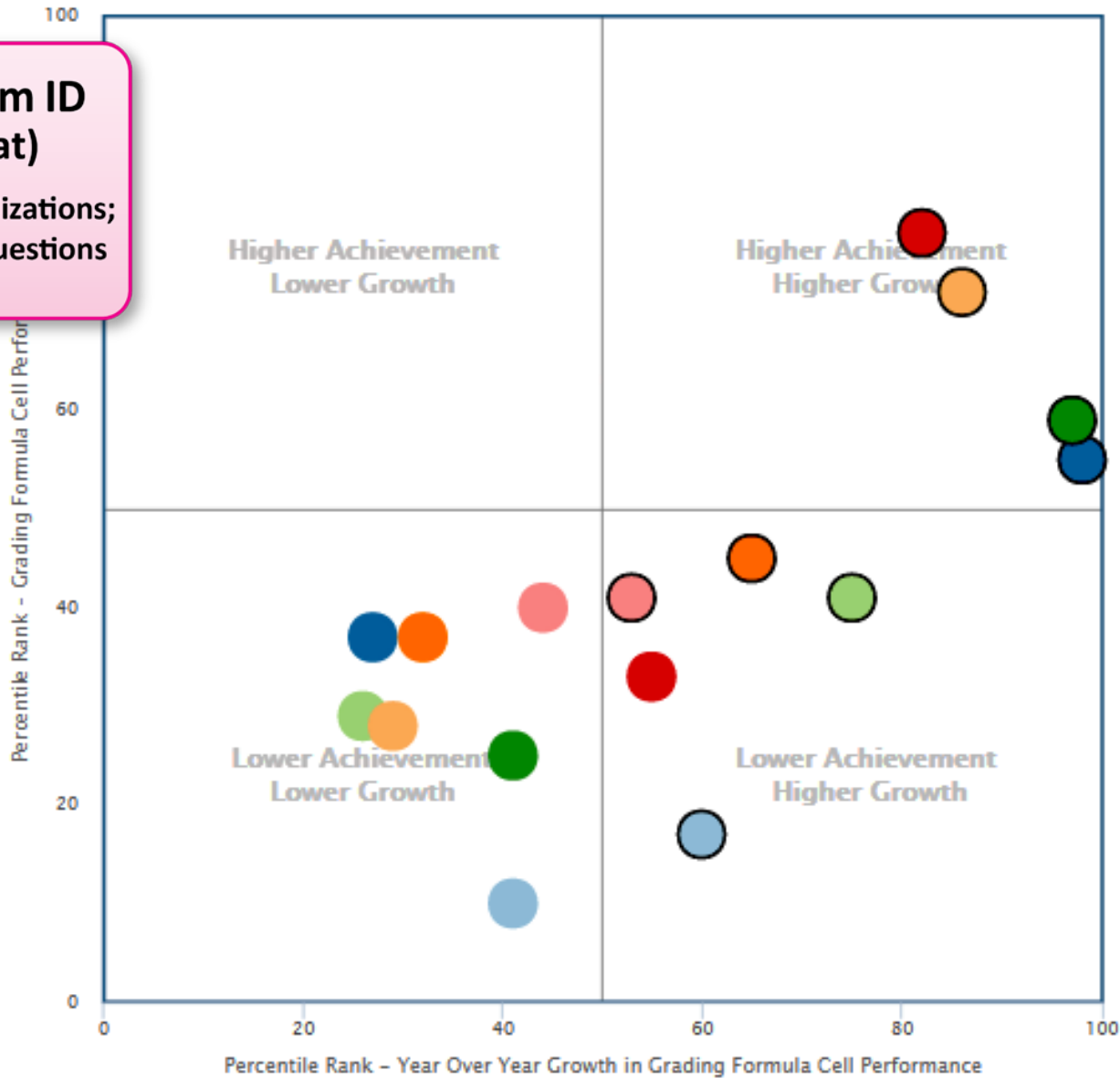


Targets Established During Proposal

- If no targets were selected, AMOs were prepopulated.
- Updated features that were not available
 - FSA ELA & Mathematics
 - Step Zero & percentile target options



Problem ID (what)
 Data Visualizations;
 Guiding Questions



- Reading (% Prof)
- Writing (% Prof)
- Math (% Prof)
- Science (% Prof)
- Reading LPQ (Gains Pts)
- Math LPQ (Gains Pts)
- Reading (Gains Pts)
- Math (Gains Pts)
- 2014
- 2013



Academic Outcomes Data

	Prior Year Outcomes (where we've been)									
	2011-2012		2012-2013				2013-2014			
	Outcomes		Outcomes		Annual Change		Outcomes		Annual Change	
	Points	PR	Points	PR	Points	PR	Points	PR	Points	PR
Reading (% Prof)	55	42	51	37	-4	27	61	55	10	98
Writing (% Prof)	61	5	33	10	-28	41	33	17	0	60
Math (% Prof)	49	30	47	25	-2	41	62	59	15	97
Science (% Prof)	47	46	42	29	-5	26	49	41	7	75
Reading LPQ (Gains Pts)	65	28	61	33	-4	55	78	78	17	82
Math LPQ (Gains Pts)	65	51	59	40	-6	44	61	41	2	53
Reading (Gains Pts)	70	55	62	37	-8	32	67	45	5	65
Math (Gains Pts)	69	54	58	28	-11	29	74	72	16	86



Percentile Targets

Districts can utilize the Academic Outcomes Plot – Percentile Ranking visualization in CIMS at www.floridacims.org to establish meaningful targets for the indicators listed in the table below.

Targets should be set using the y axis of the graph which represents: Percentile Rank - Grading Formula Cell Performance. This is also presented in the Academic Outcomes Data Chart under "Outcomes: PR."

Note: Percentile targets are not required

Target in found 1B	2011/12 Actual Performance %	2012/13 Actual Performance %	2013/14 Actual Performance %	2014-15 Target % or %tile	2015-16 Target % or %tile	2016-17 Target % or %tile
<ul style="list-style-type: none"> Florida Standards Assessment (FSA) English Language Arts proficiency rate 	Reading	Reading	Reading	*	*	*
	Writing	Writing	Writing			
<ul style="list-style-type: none"> Reading % making learning gains 						
<ul style="list-style-type: none"> Reading % in lowest 25% making learning gains 						
<ul style="list-style-type: none"> Florida Standards Assessment (FSA) Mathematics proficiency rate 						



Team Discussion

Consider the following with your teams...

- What are our current SMART goals, or targets?
(see worksheet)
- Should we consider revising or adding any?
- How would we monitor progress?



Team Target Setting

- **Develop or revise *targets***
 - **Worksheet:**
 - Academic Outcomes Plot – Percentile Ranking
 - Developing a *Theory of Action*
- **Add/edit targets** in CIMS
- **Create a poster** of your updated Theory of Action.

Poster for Gallery Walk

If...

then...

Indicator(s) (find comprehensive list in 1B)	Prior Year Performance (% or % tile)	2014/15 Target % or %tile	2015/16 Target % or %tile	2016/17 Target % or %tile



Gallery Walk



Rotate and discuss theory's of action by school.
One member of your team to remain with your poster



Team Planning for Implementation





Team Planning for Implementation

- Where do we rate ourselves on the *rubric*?
- *Where* do we want to be?
- *How* do we get there?



Team Planning for Implementation

- Do our current *strategies align* to our new *Theory of Action*?
- Do they incorporate the *research*?
- Do they need to be revisited?



Team Planning for Implementation

- Are there any *barriers* in our environment preventing *implementation*?
- Have we planned all the dates where we are going to **monitor** *implementation*?
- Are we on track for our **implementation** *goals*?



Team Planning for Implementation

- What *processes* or *structures* may we need in order to know whether we're making **progress** toward reaching our new targets?
- What *individual action steps* does each **team member** need to take to achieve **implementation of our goals**?