

Now is a Great Time for Goal-Setting!

Don't let the unusual start of the school year deter professional growth.

This school year is like nothing you've experienced before. Understandably, the priority for school leaders, faculty, and staff has been to prepare for and implement in-person, hybrid, and remote teaching and learning. You've been busy.

And understandably, many Folio member schools did not have the time in opening faculty meetings to “do our goal work”.

Now, some school leaders are wondering if the “right” time for goal-setting has passed. Are creating professional learning goals important enough to add to faculty and staff's already-busy schedules? How can they determine realistic and achievable goals and action plans when so much is uncertain this year? At this point, can't the Folio process simply wait until next year?



Building Resiliency

It is because of this uncertainty and busy-ness that goal-setting is especially important. Clear, specific, and actionable goals provide the structure and discipline that lead to resilience. They give faculty and staff the control and success to remain hopeful and optimistic. We all need to think differently — to learn, to experiment, and to find new ways to succeed.

Folio's [Why Goal-Setting Matters More Than Ever](#) offers some key messages that school leaders can use when talking to their teams about goals.



Informing Understanding

Creating goals now can be based on a deeper understanding of the reality of your school's current situation. Faculty and staff have had a month to adjust to your school's altered learning environment. They have been able to gather evidence — seeing what works, what's possible, and what their challenges are. As a result, they have a more informed perspective to create truly meaningful goals anchored firmly in a deep understanding of your current reality. The best goals are informed by realizing the true challenge they are trying to solve.

School leaders should encourage faculty and staff to explore how the start of this school year provides unique insight into their individual professional growth and learning. [Folio's Facilitating a Goal-Setting Faculty/Staff Meeting Using the myFolio Goal Wizard](#) has some great ideas for leading this work with your school team.



Planning for Flexibility

Goals serve as a North Star, aspirations that allow us — school leaders, faculty, staff — to reflect, consider options, define our success, and create plans to achieve it. They are an opportunity to think bigger than our immediate circumstances and connect our work to something bigger than ourselves, to ignite and fan the flames of why we got into this work in the first place.

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Just as we can always find the North Star as the night sky changes, goals can serve as a steadying presence as the school environment changes. The action steps that faculty and staff develop for a goal should allow for exploration, trial, and error. They should be flexible —open to tweaks and iterations — as your school or that team member’s circumstance changes.

Check out [Getting Started with myFolio's New Features: Goal-Setting](#) for more information about how action items fit into the goal-setting process.



Maximizing Support

The Folio Collaborative team understands the unique challenges that you are facing this year. We are here for you —working alongside you to develop a plan for encouraging goal-setting at your school.

Schedule a call today to discuss the myFolio goal-setting features and how they can drive positive change at your school.

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