



Leadership Team Folio Goals Exercise

(30 minutes)

Now that faculty and staff goals have been set, how can we use these goals to show them that we center their growth? This work is intended for either the school's administrative leadership team, a professional growth committee or the Folio Supervisory Team.

Before the meeting:

Download a report of all of the faculty's submitted GOALS in Folio

During the meeting:

Part One

Analyze the goals:

- Divide the administrative team into small groups (3-4 members).
- Give each group:
 - A copy of the goals report (or in larger school, a segment of the goals)
 - A big piece of paper and a marker
 - A school year calendar that marks the dates set aside for ½ day or full day professional development. If anything is already planned and set, make sure that is noted on the calendar too!
- Give groups 10 minutes to discuss the goals report with the following queries and ask them to note their responses on the paper provided:
 - What themes emerge in the goals?
 - How actionable are the goals?
 - What questions come up for you in reading the goals?
 - Where do you see connections between the goals and the school's strategic vision for the year?

Part Two

- Conduct a 3-5 minute quiet gallery walk. Ask your team members to take notes on the following:
 - What is common across groups?

- What differences do we see?
- Discuss as a team (15 minutes):
 - What emerges?
 - What surprises us?
 - What is affirming?
 - Where do we need to put more attention and care?
 - How and when might we be able to explicitly address these goals?
 - (For example: If a lot have goals that are connected to DEIJ work, what specific plans do you have for faculty DEIJ learning throughout the year?)
 - (For example: If a lot have goals that are connected to building practices of collaborative work, what specific plans can you make to build in professional development connected to collaboration?)

After the meeting:

- Follow up: In your next full faculty meeting/communication, be sure to share the following with your faculty:
 - What did you notice in their goals?
 - How do you plan to center these goals in specific professional learning activities throughout the school year and/or growth conversations?