

STUDENT GROWTH

One of the professional standards for Catholic school educators in the Diocese of Wilmington is Commitment to Student Growth. This standard addresses the need for engaging in a collaborative process and using relevant data to establish student growth targets and to monitor student progress throughout the year.

A student growth target is a growth goal, not an achievement goal. A growth goal holds all students accountable to the same standards but allows for various levels of learning and growth depending on how students are performing at the start of the course/class. A growth goal is:

- Based on student learning needs identified by a review of students' baseline skills.
- Aligned to standards.
- Rigorous, yet attainable.

Growth goals offer a clear connection among instruction, assessment, and student data. Educators employ a range of instructional strategies, skills, and techniques to affect outcomes for student learning, critical thinking, and academic behavior. The growth goal process measures student learning and growth through various types of assessments (e.g., standardized tests, interim assessments, projects, or portfolios). The growth goal process often helps educators focus on broader priorities within the school. With this in mind, an administrator may determine that a specific subject area, class, and/or standard(s) be the focus of an educator's goal.

Educators in the diocese will use the SMART Goal model. SMART goals are characterized as being:

- **Specific:** Does the goal include a specific outcome for an identifiable group of students?
- **Measurable:** Does the goal include a measure of progress/growth to define success?
- **Actionable:** Does the teacher have the means/resources to achieve the goal?
- **Relevant:** Does the goal pertain to grade-appropriate standards or content?
- **Time-Bound:** Does the goal include a time component or end-date for successful completion?

The growth goal process is collaborative. An administrator and each educator:

- Will communicate early in the school year regarding the student growth goal and the rationale for the goal; by November 1 consensus will be reached on the goal and the Student Growth Goal Form completed.
- Will communicate before the end of the school year to review the evidence of student growth.
- May request a midyear conference to discuss progress toward the goal.

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