|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Content: | PBIS/TOPS/DISCIPLINE | | Content Rep: | | Kaiana Mendiola, Tess Borja | | |
| Grade Level: | Staff | | Members: | | Liza P.P. Cruz, John Salas, Maria L. Cruz, Lisa Q., Harvey Wusstig, Mr. Paul L.G, Marie Toves | | |
| District Goal(s): | All Guam Public School System’s school facilities will meet high standards for health and safety and provide optimal conditions for learning objectives. | | | | | | |
| School Goal(s): | UES will meet standards for health and safety and provide optimal conditions for learning objectives by meeting ‘Satisfactory” student and employee attendance rate at 90% and student discipline rate at 15% | | | | | | |
| **STUDENT RESULTS SMART GOAL** | | **Strategies and Action Steps** | | **Responsibility** | | **Timeline** | **Evidence of Effectiveness** |
| To improve the PBIS framework: School climeate  To improve the transition times to different subjects  To improve on the school-wide incentive programs | | Ensure that all staff has a copy of behavior expectations to review and learn the language: to teach the students | | TOPS committee | | SY 2012-2013  SY 2013-2014 | Decrease the number of referrals during transition times |
| Ensure that all staff have tickets in their box to pass out Totots tickets  Keep the same schedule for all teachers’ transitions to different classes  (follow the office clock) | | TOPS Reps  Student Support | | SY 2012-2013  SY 2013-2014 | Ticket tally logs |
| Give TOPS members (alternate member) a code to access the SWIS data for TOPS WALL OF FAME. | | Computer Analyst  Admin. | | SY 2012-2013  SY 2013-2014 | Administration code/  computer analyst log |
| Create a special table in the lunch room for winners  Traveling Trophies  Extra time at recess  Special Lunch in the teacher’s room  Star on the door  Monitor log of positive behavior per class | | QUAD STAFF  Staff  TOPS reps. | | SY 2012-2013 | Photos Evidence |

In order to become a **team**—a group of people working **interdependently** *to achieve* a **common goal** *for which members are held* **mutually accountable**—you must establish a specific and measurable performance goal. The SMART acronym helps teams in PLCs establish goals linked to gains in student achievement.

TIPS for Establishing Smart Goals:

1. Ensure your teams goals is aligned with the broader, overarching school-wide goal(s).
2. Clarify the level of achievement students were able to attain in the previous year.
3. Set a SMART goal that challenges your team to improve upon last year’s performance.

SMART goals: Goals that are **S**trategic and **S**pecific, **M**easurable, **A**ttainable, **R**esults-oriented, and **T**ime-bound (O’Neill & Conzemius, 2005)