|  |  |  |  |
| --- | --- | --- | --- |
| 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 climeateTo improve the transition times to different subjectsTo 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 2012-2013SY 2013-2014 | Decrease the number of referrals during transition times |
| Ensure that all staff have tickets in their box to pass out Totots ticketsKeep the same schedule for all teachers’ transitions to different classes (follow the office clock) | TOPS RepsStudent Support  | SY 2012-2013SY 2013-2014 | Ticket tally logs |
| Give TOPS members (alternate member) a code to access the SWIS data for TOPS WALL OF FAME. | Computer AnalystAdmin. | SY 2012-2013SY 2013-2014 | Administration code/computer analyst log |
| Create a special table in the lunch room for winnersTraveling TrophiesExtra time at recessSpecial Lunch in the teacher’s roomStar on the doorMonitor log of positive behavior per class | QUAD STAFFStaffTOPS 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)