

Teacher Principal Evaluation Project

Goal 360 Protocol

Purpose: Consider the characteristics of your goal (in order to select or construct an appropriate assessment). 'Check' on your in-district reliability.

Materials: Goal 360 Analysis Template

Your district example SMART goal

Your district-determined cognitive complexity measure

Protocol

Part 1 (25 minutes)

2 minutes	As a District group, decide which of the measures of cognitive complexity you choose to use. Group yourself to work in pairs. Make sure you are able to work with out being disturbed by others in your group.
1 minute	Write your district example SMART goal in the center box.
8 minutes discussion 2 minutes recording	As a duo, analyze the goal to determine content, context, and cognitive demand. Once done, indicate the content, context, and cognitive demand in the spaces above the goal as indicated. Ignore the boxes below the goal for now.
5 minutes	Meet with your entire team to share your analysis. Once all have responded, consider if you have opportunities to calibrate.
5 minutes	Debrief

Part 2 (14 minutes)

1 minute	Gather with your partner from part 1.
3 minutes discussion 1 minute recording	As a duo, analyze the goal to determine if it is a Knowledge goal, a Reasoning goal, a Performance/Skill goal, or a Product goal. Indicate the type by drawing a line from the goal to the space below which matches your goal type.
5 minutes	Meet with your entire team to share your analysis. Once all have responded, consider if you have opportunities to calibrate.
4 minutes	Debrief