

NJPEPL Process Step 1: Annual Planning and Goal-Setting Conference Objectives and Outcomes

Directions:

1. Watch the simulation of an annual planning and goal-setting conference. While watching, take notes on the objectives and outcomes of the conference.

Objectives:

- **Plan:** Develop agreements and shared understanding of expectations and timeline
- **Prioritize:** Determine most important goals for principal, critical domains of principal practice and types of evidence collected during observations
- **Align:** Build congruence between admin goals, practice priorities and professional development plans

Outcomes:

- **Administrator Goals:** Share understanding of school and district goals, discuss student and school data and align to school and district priorities
- **Specific Observation Protocols:** Identify priority practice domains, agree on potential sources of direct and indirect evidence, establish opportunities for direct observation of the principal and agree on the observation windows (2-3 months per window)
- **Professional Development Plan:** Determine PD needs related to most recent performance evaluation, administrator goals and prioritized practice domains and agree to appropriate PD plan and goals

Notes:

2. Discuss your findings with a partner (5min). Then, discuss your findings whole group (10min). Note the ways the conference meets NJPEPL process criteria and ways it might be improved.
