



## Professional Learning Series 2023-2024

### SMART GOALS: *Nourishing a Culture of Safety, Care, and Belonging*

**Series Objectives:** At the Center, we recognize that establishing a culture of safety, care, and belonging is fundamental to the success of our schools. Throughout the 2023-24 school year, we will be providing a comprehensive series of opportunities designed to equip education professionals with the skills and knowledge needed to create humanizing and inclusive spaces. To support your professional learning, we've created SMART Goals in alignment with the year long series. SMART Goals provide a unique opportunity to connect the transformational community school strategy to your NMPED professional learning plan. By participating in all **four sessions** of the Professional Learning Series 2023-2024, a participant can use the following SMART Goal blueprints and the accompanying SMART goal Artifact templates to support beginning, mid, and end of year professional development at the local level.

### SMART Goal Criteria

**Specific:** Addresses the needs of a specific or identifiable student population

**Measurable:** Describes how the goal will be measured or quantified using concrete criteria

**Ambitious & Attainable:** "Stretches" the school while still considered to be attainable

**Relevant:** Relates to student learning and achievement and is data-based

**Time-bound:** Specifies a specific time period for measurement - shows commitment to a target date/deadline - helps create a sense of urgency

### SMART Goal Blueprint: Certified Teacher

#### SMART Goal Blueprint 1:

By the end of the school year I will deepen my understanding of cultivating an optimal learning environment in my classroom, characterized by safety, care, and a profound sense of belonging among all students. To achieve this, I will incorporate one strategy from each session into my classroom during community/circle meetings or other appropriate times. By the end of the semester, my goal is to have created an environment where every student feels safe expressing themselves, cared for by their peers and teacher, and a genuine sense of belonging within the classroom community. I will write a summary of strategies after implementation and reflect on the student discussions. Progress will be additionally assessed through student surveys, observation, and academic performance, with the aim of demonstrating noticeable improvements in the classroom environment by the end of the semester.

## SMART Goal Blueprint: Certified Teacher *(continued)*

### SMART Goal Blueprint 2:

Over the next six months, I aim to elevate team effectiveness and collaboration by championing a culture deeply rooted in safety, care and belonging. This entails actively participating in team discussions, facilitating open and empathetic communication, and advocating for initiatives that prioritize the collective wellbeing of our team members. I will regularly assess our team dynamics, gather feedback, and make necessary adjustments to ensure progress. By focusing on these efforts, I aim to create an environment where our team flourishes both professionally and personally, leading to improved overall performance and job satisfaction.

### SMART Goal Blueprint 3:

I will engage in at least three critical self-reflection exercises on creating a culture of belonging, safety and care to better understand the impact of my actions and communications on students from diverse backgrounds in my classroom. By the end of the academic year, I aim to create an environment where all students, particularly those from historically marginalized backgrounds, feel valued, safe, and empowered to take an active role in their education. I will achieve this goal within six months by dedicating at least 1 hour weekly to engaging in critical self-reflection and attending the learning sessions.

## SMART Goal Blueprint: Administrators

### SMART Goal Blueprint 1:

Over the course of the upcoming school year, I aim to enhance the teacher collective efficacy of our school community by nurturing strong and positive relationships between students and teachers. Individuals will complete the 'Collective Efficacy Scale/CES' and I will use the baseline data points to identify four areas of focus that will inform professional development opportunities that foster an environment where teachers are empowered with the tools and knowledge to provide effective guidance. We will measure progress through regular assessments of teacher-student relationships, student feedback, and academic outcomes, with a goal of achieving a noticeable increase on the CES within our school community by the end of the academic year.

### SMART Goal Blueprint 2:

In the next 6 months, I will focus on empowering students by increasing their active participation in school decision-making and leadership roles while fostering a sense of trust and belonging. To achieve this, I will hold quarterly listening sessions/forums with representatives from various grade levels, for students to voice their concerns and suggestions, and/or provide leadership training opportunities incorporating a range of strategies from the learning series. By the end of the school year, I aim to create an environment where students not only have a say in key decisions affecting the school community but also trust that their voices are heard and feel a strong sense of belonging within the school. Progress will be measured through increased student participation in decision-making processes, greater engagement in leadership roles, improved trust among students, and a heightened sense of belonging, with the goal of achieving a noticeable increase in student empowerment, trust, and leadership by the end of the academic year.

## SMART Goal Blueprint: Schoolwide

### **SMART Goal Blueprint 1:**

Throughout the upcoming academic year, our central goal is to prioritize student safety, care, and belonging, with the specific aim of improving overall student attendance. To achieve this, we will implement strategies that create a safe and supportive school environment, including providing resources and training for staff to address student safety and mental health concerns. We will also establish regular channels of communication with families to emphasize the importance of student wellbeing and attendance. By the end of the academic year, we intend to achieve a 10% increase in overall student attendance while ensuring that every student feels safe, cared for, and supported in their academic journey. Progress will be measured through attendance records, surveys of student and staff perceptions of safety and wellbeing, and feedback from families. The ultimate goal is to create a noticeable and measurable improvement in student attendance through a focus on safety, care, and belonging.

### **Guiding Framework:**

[NMPED Beginning of Year Professional Development Plan Guide](#)  
[The Marzano Focused Teacher Evaluation Model](#)

### **Smart Goal Blueprint Artifacts**

[Learning Session Reflection](#)  
[Critical Self-Reflection Activities](#)  
[Summary of Strategy Implementation](#)