

Azusa High School  
SMART Goal Alignment  
Worksheet 2021-2022



Department	Counseling Team
KEY FOCUS AREA	Student Achievement

Specific	Clearly state what is to be accomplished. The goal should have a clear, observable outcome.				
Measurable	Identify the metrics for measuring the attainment of each goal. How will you know that you've achieved the goal?				
Achievable	Do I have the resources (time, people, money, etc.) to get the work done? Is the goal achievable given the resources available?				
Relevant	The goal aligns to the goals and strategies of the team, organization or company.				
Timely	Identify the date or timeframe for completion. What is the deadline?				
Dept. and Goal	Specific	Measurable	Achievable	Relevant	Timely
	Clear, observable outcome	Metrics to measure success	Time, people, money needed	Alignment to school-wide and department goals	Deadline(s)
#1 <i>"Department or PLC Common Assessment Goal (minimum 1 complete cycle per semester. Last two years one cycle per semester but has not been met by all departments)"</i> <i>Supports WASC Critical Areas #1 and #5.</i>	90% of students in each grade level will complete 1 assigned task on Naviance with the guidance of their counselor by the end of the school year.  90% of 9th grade = 224 kids 90% of 10th grade = 251 kids 90% of 11th grade = 183 kids 90% of 12th grade = 216 kids	Using Naviance reports.	Need teacher approval to pull out students.  Counselor time.	Supports our vision statement (Every Student College and Career Ready)	This will be completed by the end of the school year.  Data Review on June 1st 9th grade=211 87% 10th grade = 11th grade=178 90% 12th grade=
#2 <i>"Departments will infuse Social Emotional Learning to build relationships and trust with students." Supports WASC Critical Areas #1 and #3.</i>	Counselors will use the Naviance curriculum to complete a social emotional lesson with at least 85% of our 9th and 11th grade students.  85% of 9th grade = 212 kids	Counselors will run a completion report to show Naviance lesson completion rate.	Counselor time and teacher approval of classroom visit(s).	This lesson will support the social emotional learning to build relationships and trust students, staff and to support WASC areas 1 and 3.	By May 1, 2022  9th grade= 11th grade=



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#3  <i>“Every teacher in each department will implement a minimum of 2 technology strategies that will engage students.” Supports WASC Critical Areas #1 and #5.</i>	85% of 11th grade = 173 kids  Use google form to have 95% of students indicate their elective choices (instead of doing it with paper and pencil)  Use Remind to communicate with seniors about important information, announcements, and deadlines.	Create an excel report indicating the number of student responses received  80% (191 students) of seniors will join the Remind group	Counselor time.	This will support WASC Critical Areas #1 and #5	By May 1, 2022  _____% indicated their elective choices in AERIES <b>Not met</b> , we decided to complete this task on paper  <b>Met:</b> 100% of seniors joined the Remind group
#4 OPTIONAL  <i>OPTIONAL - “Department Created Goal (e.g. focus on agreed upon collaborative teaching practice, build culture, compete in an end of year competition, etc).”</i>					



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- WASC Critical Area #1. Consistently review and revise the schoolwide action plan, following an agreed upon timeline of implementation targets shared regularly with all stakeholders
- WASC Critical Area #2. Increase student achievement with the Common Core and narrow achievement gaps through continued support for all stakeholders in the implementation of CCSS-based curriculum and instruction
- WASC Critical Area #3. Increase connection and engagement of students, parents, and all staff with the school through multiple opportunities for involvement and leadership
- WASC Critical Area #4. Continue to advance achievement for all students, including English language learners and students with disabilities, through increasing rigor and implementation of first, best instructional practices with clearly defined accountability
- WASC Critical Area #5. Develop and implement school-wide protocols for regular collection and analysis of actionable data to determine the efficacy of all campus programs and increase data-driven decisions.

**District LCAP Goals for 2021-2022:**

1. Will provide students engaging, relevant, rigorous, and innovative 21st Century learning environments.
2. Will ensure engagement and leadership growth of parents / families and students.
3. Will address the unique needs and abilities of all students, provide high quality instructions and course offerings, and narrow college/career readiness gaps between student groups
4. Will ensure students achieve at grade level on CA State Standards and that achievement gaps are reduced.
5. Will address diversity, equity, and inclusions for all students (diminish systemic barriers and racism and elevate culturally relevant teaching/learning).