

Galloway Township Public Schools
Growth Objectives (GOs) or Student Growth Objectives (SGOs)
Counselors, Nurses, and Mental Health Specialists
2022-2023

Counselors, Nurses, and Mental Health Specialists have the opportunity to complete Growth Objectives (GOs) in place of Student Growth Objectives (SGOs). Growth Objectives are recommended for certificated staff who do not meet with students on a regular basis in a typical classroom setting or deliver direct instruction.

Definitions:

SGO: An SGO is based on *student* achievement.

GO: A GO is aligned with best practices for enhancing your ability to improve student's success; results are recorded based on professional growth over a period of time; and developed using multiple sources of data.

As indicated in the Teacher SGO Memo:

- SGOs/GOs are due October 21st (administrators must sign-off by October 31st).
- All certificated staff in the above categories need to create two (2) objectives.
- You will submit your SGOs/GOs in Frontline/OASYS. To help you plan, forms and documents for your use are located in the Staff Resources tab on the District Website.
- Time to work on SGOs/GOs will be provided during the October Faculty Meeting.
- Some staff connect their SGO/GO to their PDP and/or PLC (PLCs will officially begin in November). This is allowable, but not required.
- Please remember that an SGO is based on *student* achievement while your PDP (Professional Development Plan) is about *your* professional growth.
- You may utilize the same SGOs/GOs you have in previous years, as appropriate.
- A reminder that a mid-year SGO review exists. An email will be sent at this time – usually after Winter Break since any changes need to be made in February. The purposes of the mid-year review are for you to determine if progress is being made and if you need to make any changes to instructional delivery based on said progress or lack thereof. Additionally, if you believe that the targets set in your SGO/GO need to be adjusted, there is a chance to submit your rationale and meet with your administrator/director to discuss your request. Note that the administrator/director must approve any change.

Helpful Hints for SGO/GO Development:

- ✓ First Steps:
 - Begin the process by determining if you will be utilizing student growth (SGO) or your own growth (GO) over an extended period of time.
 - If a GO: Identify the skill, program, or service you will focus on, and then develop a means to measure your improvement (typically a rubric with the steps you will take).
 - If an SGO: Identify the group of students, develop your tool, assessment, or instrument you will utilize to measure growth.
- ✓ Reminder for SGOs: If you are going to work with a predictable group of students, ensure your target group has a minimum of 10 or more students. The lower your group number the more difficult it is to reach your full attainment score of a 3 with 80% of your group reaching your target goal. The larger your target group is the better.