“Focus on Outcomes Not Inputs”

A. J. Crabill, Deputy Commissioner
Texas Education Agency
Student outcomes don’t change until adult behaviors change.
1. Goal Setting
1. Goal Setting

Adopt goals
1. Goal Setting

Adopt goals that are SMART
Not SMART:
● We hope kids do good
● Math / Do Math / Learn Numbers / etc
● Get better at reading / Improve reading / etc

SMART:
● Percentage of [insert specificity] students who can do [insert skill] on grade level will increase from a% to b% by c date/time.
1. Goal Setting
Adopt goals that are SMART and that are only about student outcomes
Not Student Outcomes:

- Books / Buses / Bonds / Budgets
- Athletic Uniforms / Facilities / Logo Colors
- Teachers / Principals / Parents

Student Outcomes:

- What students **know or are able to do**
- Note: Nothing else whatsoever
- (Seriously, nothing else)
1. Goal Setting
Adopt goals that are SMART and that are only about student outcomes

2. Goal Monitoring
1. Goal Setting
Adopt goals that are SMART and that are only about student outcomes

2. Goal Monitoring
Receive goal monitoring reports
1. Goal Setting
Adopt goals that are SMART and that are only about student outcomes

2. Goal Monitoring
Receive goal monitoring reports in accordance with a monitoring calendar
1. Goal Setting
Adopt goals that are SMART and that are only about student outcomes

2. Goal Monitoring
Receive goal monitoring reports in accordance with a monitoring calendar for at least 50% of your board meeting time each month
0% - 5%
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