

**School or System Improvement Objective (SSIO) Non-Classroom Teacher (NCT) Template**

**Non-Classroom Teacher Name:**

**Position Title:**

**School/Complex Office/State Office:**

**School Year:**

**Population served/Environmental Context:**

Interval of instruction necessary to address goal: yearlong semester other (for quarter, track or trimester courses only)

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| **SSIO Components** | **For a complete description of SSIO components and guiding questions, use the**  **“Non-Classroom Teacher (NCT) SLO/SSIO Technical Guidance and Planning Document.”** |
| **Goal**  *What will be accomplished at the end of term?* | Goal Statement:  Professional standards as applicable: Rationale: |
| **Expected Target(s)** *What data sources will be used to establish the starting point for measuring progress towards the goal?* | Baseline Data/Information:  Use the SMART Goal format: Specific, Measurable, Attainable, Relevant, and Time-bound |
| **Evidence and Success Criteria** *What evidence will be used, how will the quality of evidence be measured, and how often will the*  *evidence be collected?* | Evidence and Success Criteria/Scoring Guide or Rubric used to determine attainment of Expected Target(s): |
| **Implementation Strategies**  *What strategies will I use to reach the goal and expected target?* | Develop Implementation Strategies to achieve Expected Target(s): |

*To assess the SSIO, use the “NCT Rubric for Rating the Quality of School or System Improvement Objective.”*

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| **The following is to be completed at Middle-of-Term Conference and/or the End-of-Term Conference.** | |
| **Expected Target(s) Results** |  |

The NCT should attach all data collected (Beginning-of-Term or baseline data/information, Middle-of-Term, and End-of-Term or final results).

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| Highly Effective | * **Effective** | * **Developing** | * **Ineffective** |
| Met or exceeded at least 90-100% of expected target | Met or exceeded at least 75-89% of expected target | Met or exceeded at least 60-74% of expected target | Met less than 60% of expected target |

The following rubric should be used for non-percentage based targets and instead have NCT developed rubrics as evidence and success criteria.

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| Highly Effective | * **Effective** | * **Developing** | * **Ineffective** |
| Exceeded the target set in the rubric | Met the target set in the rubric | Did not meet the target as set in the rubric | Did not meet the target as set in the rubric due to inadequate or lack of implementation |