

School District of Rhinelander Support Staff Annual Self Reflection and Goal Achievement - Employee Information			
Employee Name		Review Year	
Position		Review Completed By	
Hire Date		Review Date	

Goals should be identified according to the following core areas of the district strategic plan and/or the respective “plan on a page” per the employee’s building or department:

<p>Student and Learning Success: Student learning and success is a priority of our professional learning communities. The communities focus on the observable impact of students, educators and the activities and assessments that take place in each classroom and extracurricular activities. This culture of continuous improvement and comprehensive education ensures that all students will grow, achieve to their highest level possible and be college and career ready.</p>	<p>Operational and Financial Stewardship: SDR prioritizes financial resources in a cost efficient manner to best educate students, support staff, ensure safety and to maintain and improve district buildings, resources and facilities.</p>	<p>High Performing Teams: SDR recognizes staff as one of its most valuable assets. Staff make a difference in the lives of our students, impacting their success and the success of their team, school and district. Staff feedback, ideas and expertise is essential to district growth and improvement.</p>	<p>Engagement and Connectedness: SDR values our relationships and connectedness to the students, families and community. Relationships foster a sense of belonging within the school community for students and families.</p>
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Reflection and Goal Setting:

Identify and describe your goal for the upcoming school year:	
What steps will be taken to achieve this goal:	
How does this goal impact your daily work, team and/or students?	

Mid-year Reflection on Goal:

Evidence of progress toward goal:	
What if any adjustments to the goal need to be made:	
Key takeaways or lessons learned:	

End-of-year Reflection on Goal:

Evidence of goal achievement:	
Reflection on how goal will impact your work moving forward:	

End-of-year Summary and Planning for Next Year:	
This year's progress, strengths and achievements:	
Next year's action steps and/or focus area(s):	

Any additional comments regarding goal performance:	
Employee	
Supervisor	

Acknowledgement - <i>By signing below I acknowledge that I have participated in my performance review process, I am aware and understand my level of performance as well as expectations moving forward.</i>		
Employee Signature:		Date:
Supervisor Signature:		Date:
<i>Evaluations should be complete prior to the employee's last day worked for the current school year or by June 30 for year round staff.</i>		