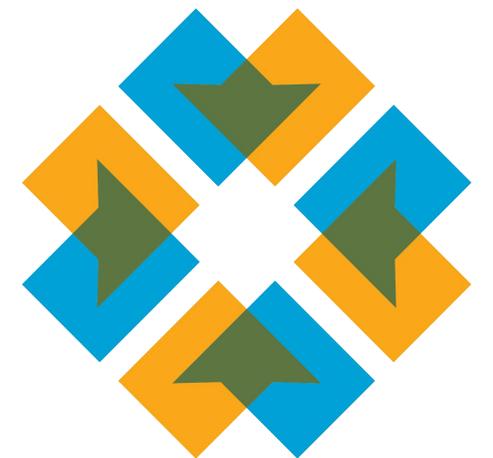


Aligning Teacher Goals for Strategic Impact

St. Mary's Episcopal School

Serving Girls from 2 years old- Grade 12

Memphis, Tennessee



 **Folio**
COLLABORATIVE

PRESENTER



Hilary Robinson

Associate Head of School

hrobinson@stmarysschool.org



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Spark Session Goal

How can I structure my Folio rollout to help teachers align their annual goals for strategic impact?



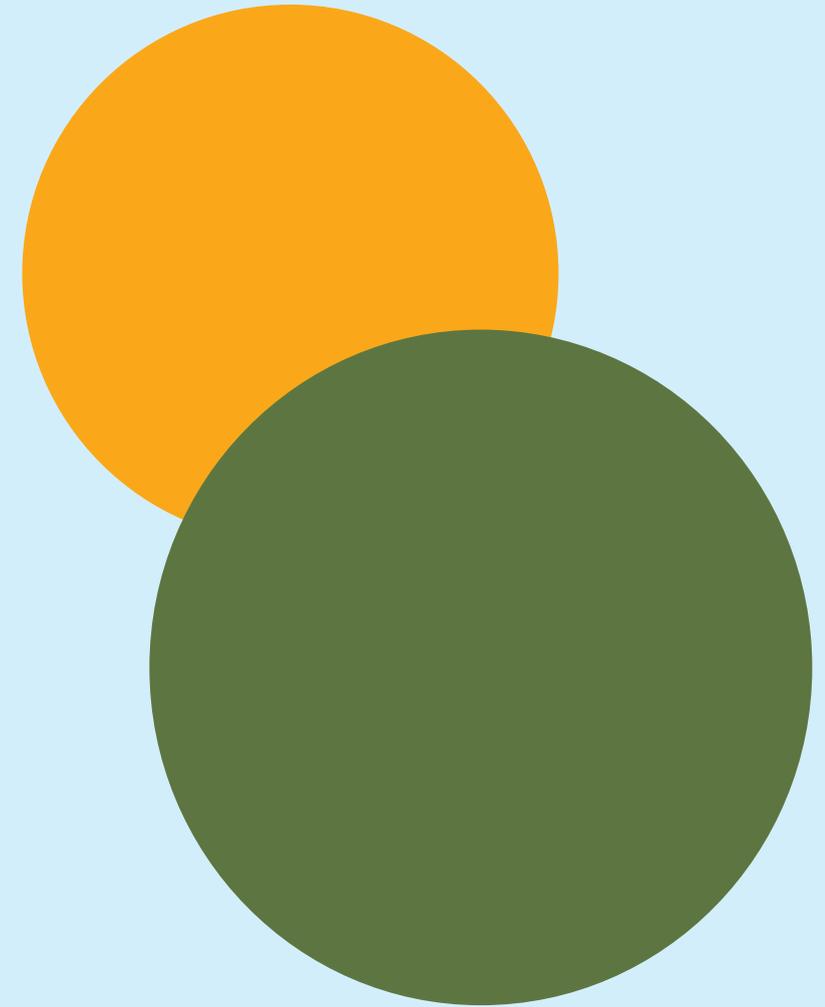
Framing the Work

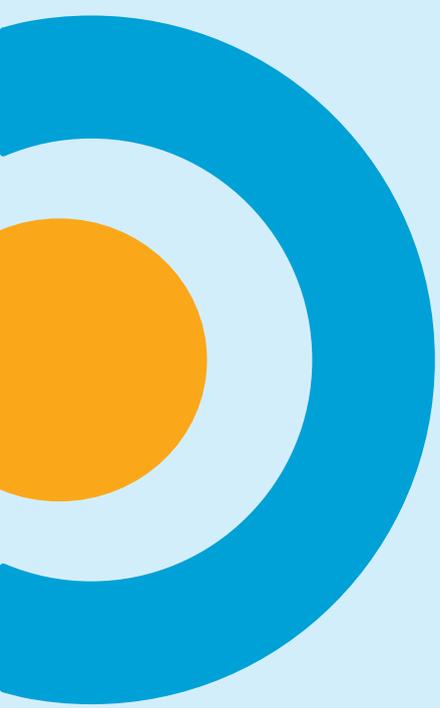
- Identify the strategic focus for the year.
 - Institutional Excellence
 - Living Out Our Episcopal Identity
 - Guarantee Financial Strength and Stability



How Does Folio Help?

- Provides a framework for professional growth
- Ensures alignment between individual goals and the broader mission and vision of the school.





Step 1: Annual Themes Are Your Bridge

- Identify your strategic goals.
- Communicate those goals.
- Create Folio themes for the year that reflect those goals.
- Add a guiding question for each theme.

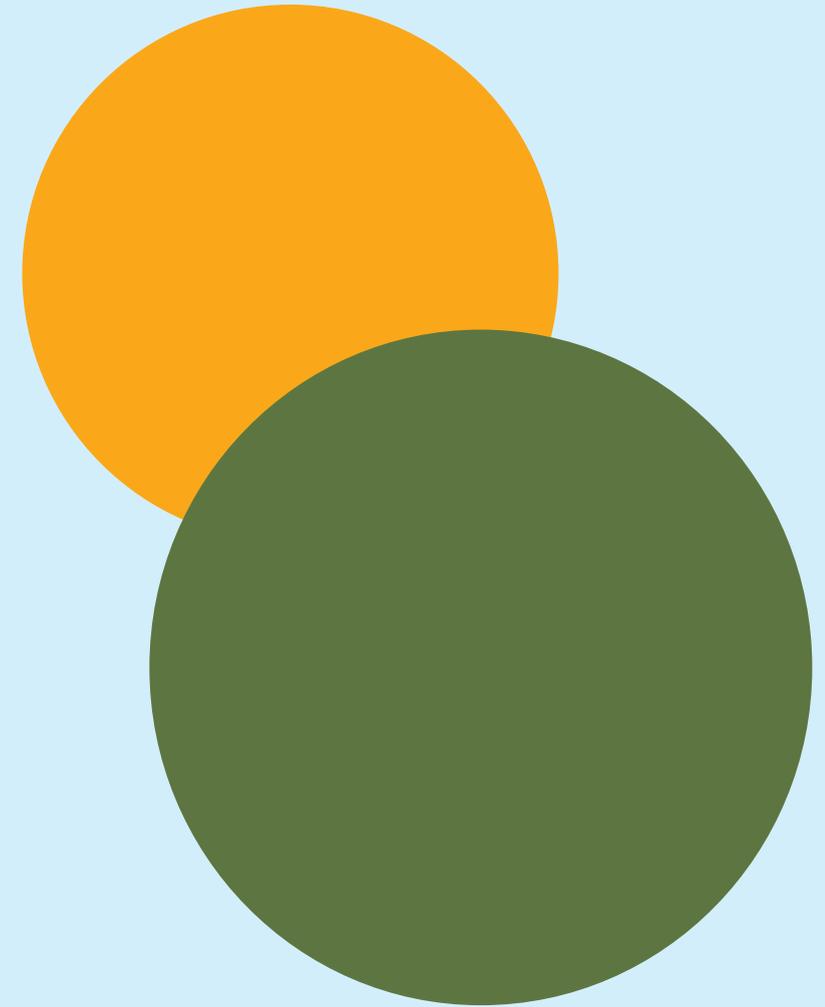
Step 2: Help Faculty Set Goals

- Encourage teachers to identify professional goals within the Folio themes.
- Use guiding questions. Ex: *How can your work this year advance our collective goal of institutional excellence?*
- Honor teacher autonomy by letting them craft goals that are personally meaningful.
- Guide them toward goals that have institutional impact.



Step 3: Provide Meaningful Feedback

- Role of the Leader
 - Listen, refine, align
 - Offer constructive feedback to ensure goals are SMART (specific, measurable, attainable, relevant, timely).
- Conversation Practices
 - Ask clarifying questions: “What will success look like in May?”
 - Connect individual goals back to the strategic plan.
 - Acknowledge challenges and suggest strategies to overcome them.

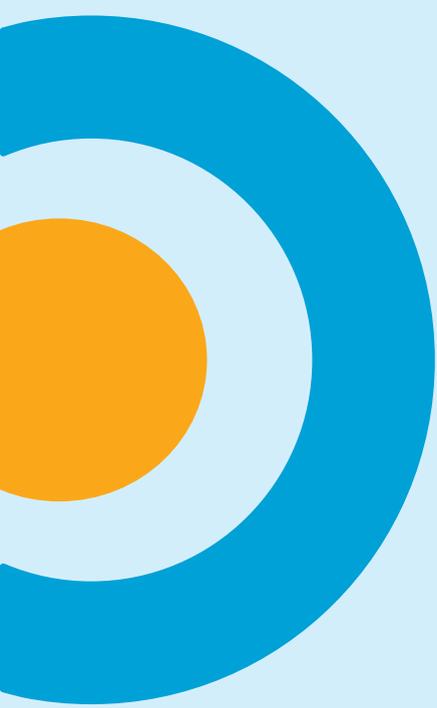


Sample Goals Meeting Summary Note

Beverly's goals for the year reflect her deep care for students and her commitment to building strong community support systems. Her first goal, supporting the 9th grade intentionally, recognizes a pivotal moment in students' journeys at St. Mary's. The transition to high school can feel overwhelming and intimidating, and Beverly is focused on creating experiences through the wellness curriculum that empower students instead of adding to their stress. She is thinking about the girls' sense of connection and belonging and the importance of consistency, ensuring that her team is a visible and steady presence. At the same time, she is mindful of the need to support Kari Duncan in her first year in the wellness instructor role, offering guidance while also creating space for Kari to step into her leadership. This dual focus shows Beverly's ability to nurture individual growth and community well-being.

Her second goal centers on the onboarding and integration of Shelley into the college counseling team. Beverly wants Shelley to feel positive and supported as she adjusts to the St. Mary's culture and the changes in college admissions since her time away from the field. Recognizing that Shelley is unfamiliar with some of the digital tools and approaches used at SMS, Beverly is committed to helping her develop confidence and fluency in these areas. Beyond the technical aspects, Beverly is focused on Shelley's experience as a whole, ensuring that she feels welcomed, valued, and set up for success. This attention to onboarding reflects Beverly's belief that the entire community benefits when team members feel equipped and connected.

Taken together, Beverly's goals illustrate her vision of leadership as relational and strategic. She is attentive to the needs of students, colleagues, and the broader institution, weaving these threads together with an emphasis on presence, empowerment, and excellence.



Ongoing Support and Accountability

- **Conversation Notes**
 - Document key points in Folio notes to create continuity and shared accountability.
 - Notes should emphasize progress, name challenges, and recenter alignment with strategic goals.
- **Mid Year and End of Year Touchpoints**
 - Use structured reflection conversations to check alignment and celebrate progress.
 - Highlight stories of how faculty goals have driven institutional advancement.

Closing Takeaways

- Alignment is intentional: Strategic plan → Folio themes → individual goals
- Feedback is formative: goal meetings and touchpoints are touchpoints for alignment
- Impact is collective: individual growth adds up to strategic transformation

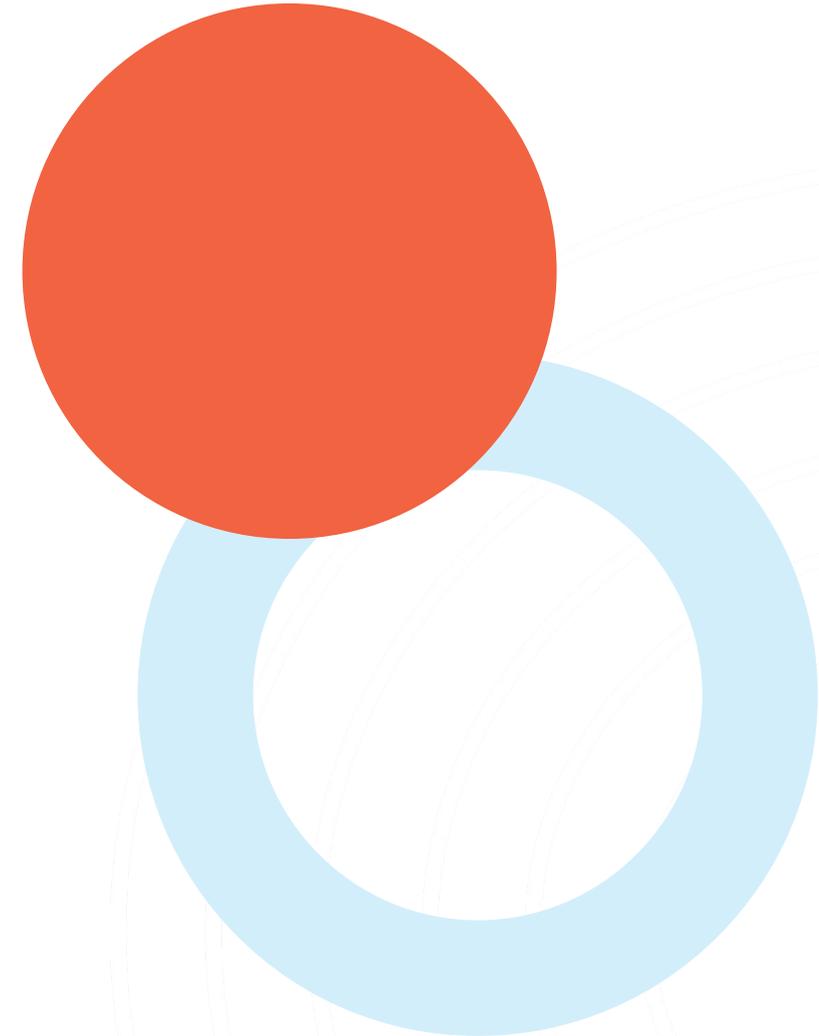


**What resonated with you?
What questions do you still have?
How will you use this back at your school?**

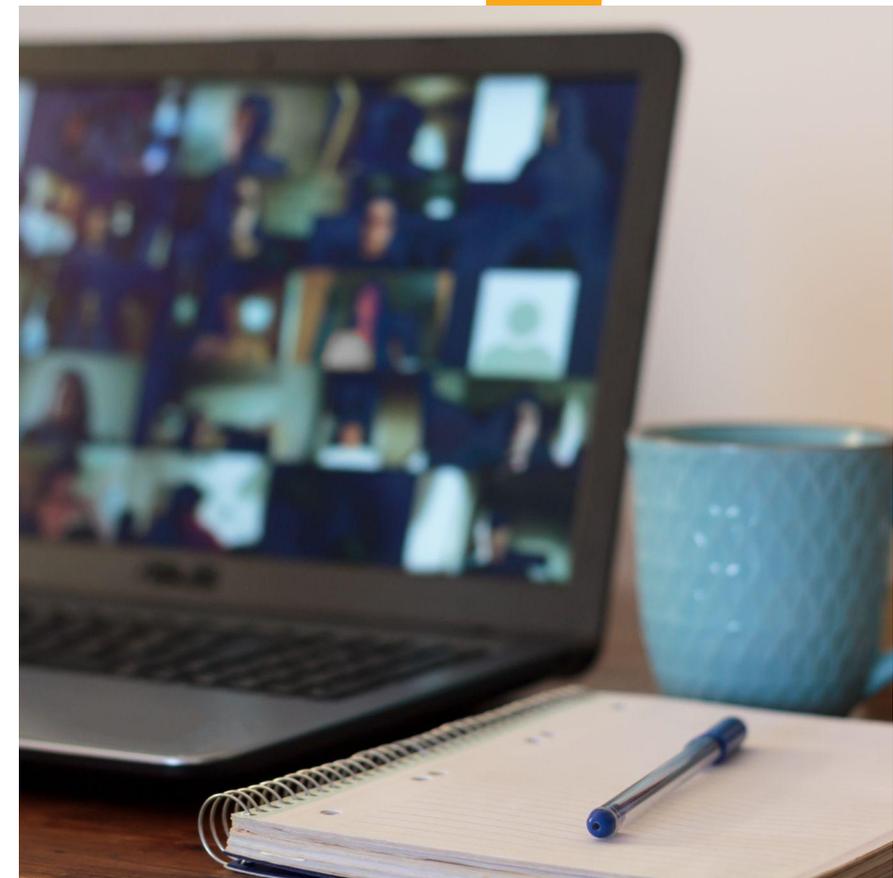


myFolio Resources

- myFolio Beginning of School Checklist
- myFolio Supervisor Support
- myFolio Faculty and Staff Support
- Folio Smart Goal Template
- Folio Goal Wizard Template

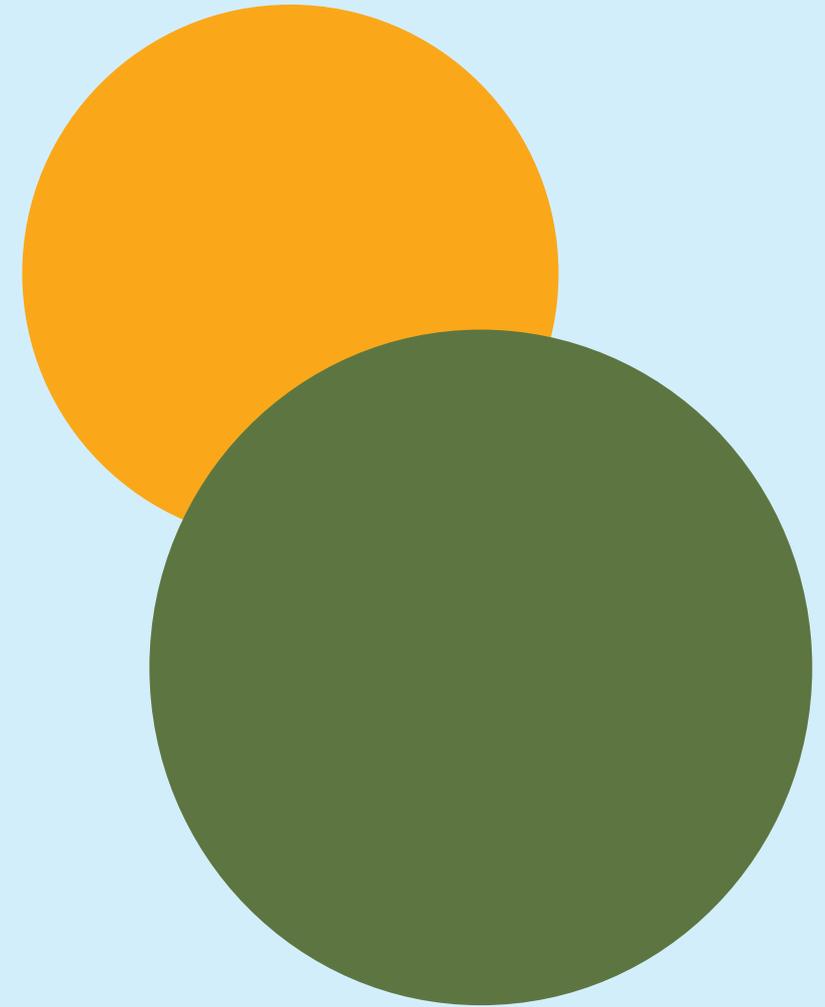


Upcoming Events



myFolio Office Hours

- 15 minute
- Technical Focus on How to Setup in myFolio
- July 14 - September 22



Fall 2025 Folio Spark Session

October 8 ~ 12:15-1:00 ET



Observation Best Practices: Formal & Informal



*Carmen Sund
Dean of Faculty
Maryvale Preparatory School*



Folio *Signature Workshop*

Register by Sept 30 to
save 15% with code
EARLYBIRD

Facilitating a Growth Mindset Culture: Empowering School Leaders to Lead the Shift

*with Melissa Fast, Head of School Success
Folio Collaborative*



October 28 ~ 1:30-3:00 ET

Members \$75, Non-members \$100



Folio Success Team Contact Info



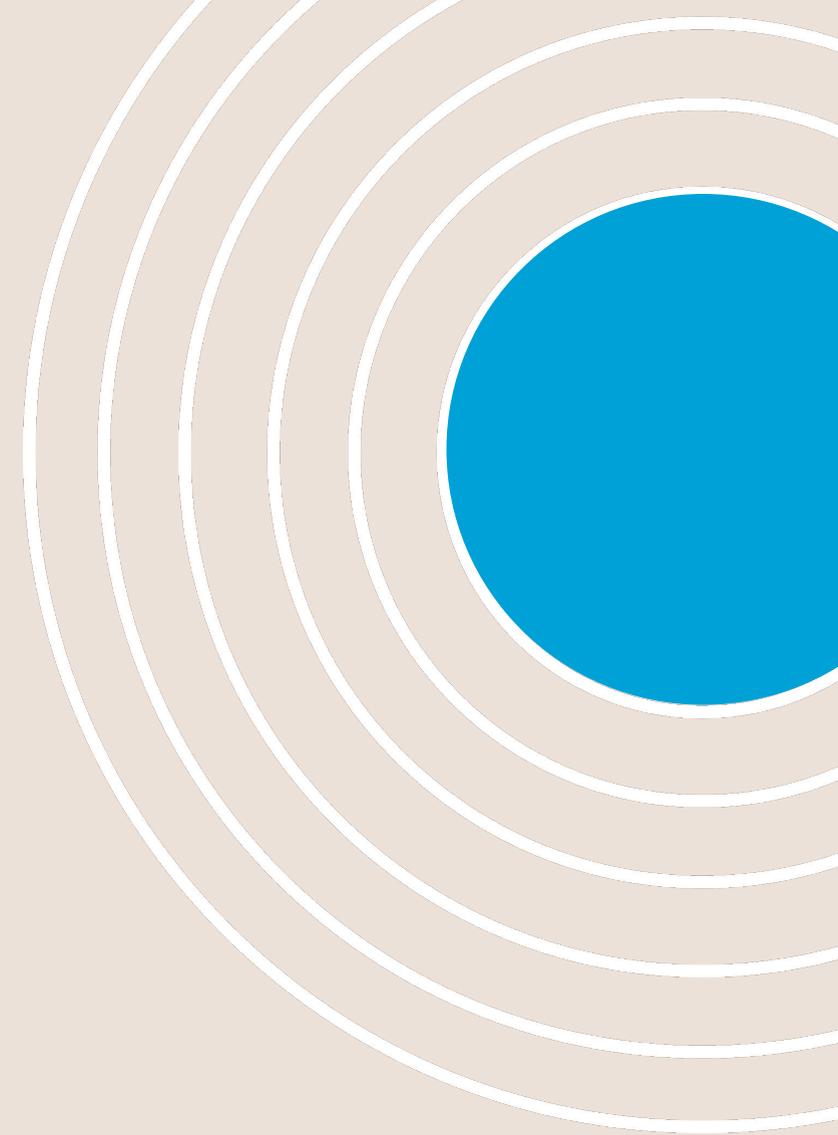
Melissa Fast

Head of School Success
mfast@foliocollaborative.org



Amanda Nielsen

School Success Manager
anielsen@foliocollaborative.org



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Post-Event Survey

Please take a moment to fill out our survey at the completion of the session.

To provide you with the best experience, we collect feedback on how we performed.

We actively use your insight to improve our delivery and ensure you have the best possible service.

<https://bit.ly/Spark-Feedback>



Thank you!

