Why Goal-Setting Matters More Than Ever:

3 key messages leaders can use to talk about myFolio goal-setting in a challenging time
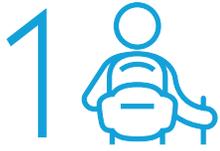
1

We can't afford to stop learning or abandon growth, especially right now.

A crisis is not the time to stagnate or to keep doing things as we always have - the kind of disruption we are experiencing right now has caused us, and will continue to cause us to think differently, to learn, to experiment, and to find new ways to succeed. Even without thinking about it, we have all set goals and worked towards them: To balance child-care with work without losing our minds. To build community within a virtual classroom. To seek equity in a moment that has amplified inequity. While our goals may look different (see Message 3), that does not mean we're not still setting goals.

2

Goal-setting and resilience go hand-in-hand.

Despair and hopelessness come from the feeling that there is nothing to be done, no way to escape a tragedy. On the other hand, research has shown that resilience, hope, and optimism are linked to an action-orientation. Identify the factors within your control, set small and manageable goals, and in the words of Frozen's Princess Anna, "Do the next right thing," whatever that is. Helping teachers and staff identify goals and achievable action items is not tone-deaf, it is a way to provide support, focus, structure, and hope in a time that might otherwise be overwhelming.

3

Our goals MUST look different this year.

Goals this year cannot be the same old, same old. Instead, goal-setting is a time to take the challenges we face and reframe them as problems to be solved through inquiry and action. Set your school's myFolio themes to give faculty and staff permission to focus their goal-setting on what matters most right now, highlighting topics such as work-life balance and equity. See some examples below:

Theme	Goal Examples
Finding work-life balance in the midst of a pandemic	How might I protect time and space for my own needs, so that I can better support my students and family? How might I rethink what is "essential", so that I can focus on quality over quantity, depth over breadth, and relationships over content?
Working towards equity in an inequitable time	How might I build a virtual classroom with inclusion and equity at the center, so that my students feel even more belonging this year than in the past? How might I rethink my content this year, so that diversity, equity, and inclusion don't get "lost in the shuffle"?
Providing high-quality distance learning	How might I adopt a small number of well-chosen tech tools, so that I can make my virtual teaching more aligned to my personality and teaching style? How might I build classroom community online, so that all students can bring their whole selves to my virtual class?

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