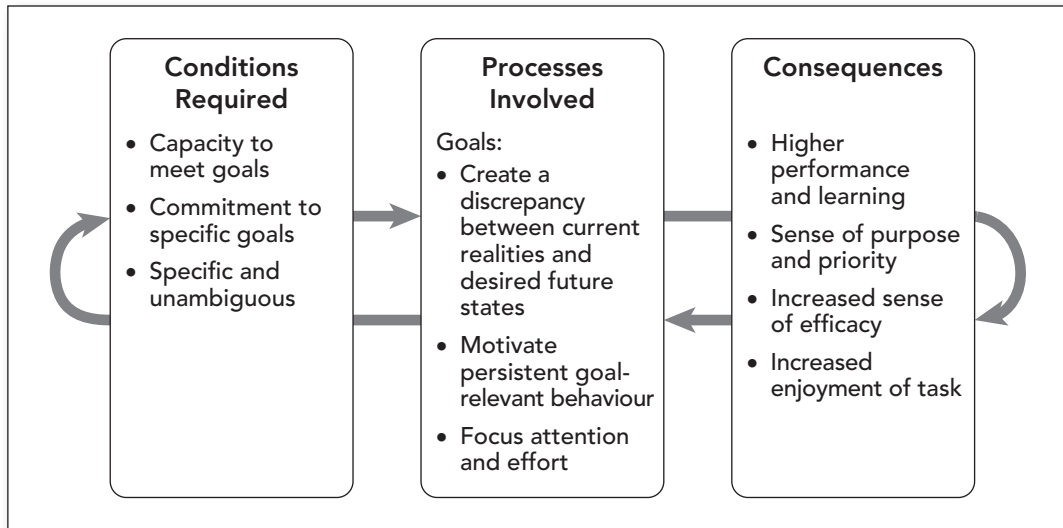


Figure 3.4 How Goal Setting Works



Source: Adapted from Robinson, V., Hohepa, M., & Lloyd, C. (2009). *School leadership and student outcomes: Identifying what works and why*. Best evidence synthesis iteration [BES]. Auckland: New Zealand Ministry of Education.