

# TIMELY TIPS

## Staff Management

### Mid-Year Goal Setting for Your Yearbook

#### OBJECTIVE

Students will evaluate the current progress of their yearbook, identify strengths and gaps, and set focused, achievable goals for the second half of the production cycle.

#### MATERIALS NEEDED

- Current ladder
- Sales data
- Sticky notes and highlighters
- Laptop

#### PART 1

#### INTRODUCTION (10 MINUTES)

##### Ask students:

- If the book were due tomorrow, what would we feel confident about?
- Which parts do we feel behind on or unsure of?
- What is one thing we must improve before final submission?

**Frame this clearly.** A midyear audit is not about blame. It is about **clarity, ownership** and **smarter decisions** going forward.

#### PART 2

#### AUDIT THE BOOK (25 MINUTES)

**Break students into section teams or small groups. Each group audits one area using guiding prompts:**

##### Design and Copy

- Are theme elements consistent?
- Are captions complete and specific?
- Where does design feel rushed or unfinished?

##### Deadlines and Workflow

- Which pages are ahead of schedule?
- Which sections are behind and why?
- Where does the workflow progress have flaws?

Students mark findings using color coding: green for strong and on track, yellow for needs attention and red for immediate concern.

#### PART 3

#### INDEPENDENT PRACTICE (15 MINUTES)

##### Set SMART goals.

Define this briefly. SMART means specific, measurable, achievable, relevant and time-bound. Each group writes:

- One organizational goal
- One quality goal
- One workflow or deadline goal

#### PART 4

#### WRAP UP (10 MINUTES)

Groups share their goals as a class and look for overlap or conflict, adjust deadlines and assign editor check-ins. Be sure to create an action list the whole staff agrees to follow.