

DEVELOPING SMART GOALS

<p><u>S</u>PECIFIC</p>	<ul style="list-style-type: none"> • Specific and Strategic describes the What, Why, and How of the SMART goal. • Goal is focused on a specific area of student need and growth. • Goals should be clearly stated and aligned with data. 	<p>What will the goal accomplish? How and why will it be accomplished?</p>
<p><u>M</u>EASURABLE</p>	<ul style="list-style-type: none"> • Goals must to be measurable and use an appropriate instrument. • Measure also provides tangible evidence that you have accomplished the goal. 	<p>How will you measure whether or not the goal has been reached (you should list at least two indicators)?</p>
<p><u>A</u>CHIEVABLE</p>	<ul style="list-style-type: none"> • The goal should be appropriate and directly related to the students. • Goals should be designed to stretch you slightly as a professional so you feel challenged. • Goals should be well defined and attainable, so that you can achieve them. 	<p>Is the goal attainable? Have others done it successfully? Do you have the necessary knowledge, skills, abilities, and resources to accomplish the goal? Will meeting the goal challenge you without defeating you?</p>
<p><u>R</u>ESULTS- FOCUSED</p>	<ul style="list-style-type: none"> • Goals should measure outcomes, not activities. • Goals should be results-oriented rather than process-oriented. • Goals should be data driven. 	<p>What is the reason, purpose, or benefit of accomplishing the goal? Does the goal focus on student growth? What is the result (not activities leading up to the result) of the goal?</p>
<p><u>T</u>IME-BOUND</p>	<ul style="list-style-type: none"> • Goals must be linked to a specific timeframe. • Goals should result in tension between the current student academic reality and the vision of the goal. 	<p>What is the completion date of the goal? Does that completion date create a practical sense of urgency?</p>