

S.M.A.R.T Goals



S trategic/Specific

A goal should be linked to strategic priorities that are a part of a larger vision of success for the entire school. These goals will have both broad-based and long term impact because they are focused on the specific needs of the students and are addressed in the Campus Improvement Plan (CIP). The goals answer the question: Who and What? In your goal, use action words such as direct, organize, coordinate, etc.



M easurable

If a goal is measurable, it will include a way to measure results due to some action.

Measurement should occur in a variety of ways using a variety of tools and strategies. It answers the question: How?



A ttainable

A goal is attainable if it is within the realm of influence or control and doable given current

resources. You must know your starting point (baseline), how much time you have to accomplish the goal, and what kinds of resources you have in place to make the necessary changes. Goals should challenge people to do their best, but they also need to be achievable.



R esults-based

A results-based goal is aimed at specific outcomes that can be measured and observed. Results

should come in the form of student achievement in a particular area. The goal should answer the question:

What do you want the students to be able to accomplish?



T ime-bound

Agreeing on a time-frame for achieving the goal helps keep it a priority. It makes it imperative

that you periodically check how well or swiftly you are progressing toward the goal. A time- bound goal encourages you to monitor progress. It answers the question: When?

Refining Leadership Practice. Transforming Classroom Practice, 4.

Watts, H. (1985). "When teachers are researchers, teaching improves," *Journal of Staff Development, 6 (2)*