

WRITING SMART GOALS

“Many people fail in life, not for lack of ability or brains or even courage, but simply because they have never organized their energies around a goal “

- Elbert Hubbard

Goal Setting Cycle



SMART goals are:

Specific:

- ▣ What specifically will I achieve?
- ▣ Is it well defined?
- ▣ Is it clear to anyone that has a basic knowledge of the subject?

SMART goals are:

Measurable:

- ▣ How will I measure it?
- ▣ How will I know if the goal is obtainable and how far away is completion?
- ▣ How will I know when it has been achieved?

SMART goals are:

Achievable:

- ▣ Can the change occur in the time allowed?
- ▣ Are there smaller units that fit the time better?
- ▣ Are we expecting too much or too little?

SMART goals are:

Relevant:

- ▣ Does the goal contribute to the University's mission?
- ▣ Will the results be noticeable and significant?
- ▣ Does it enhance the University's image, operations vision?

SMART goals are:

Timely:

- ▣ When will this goal be achieved?
- ▣ When can results be expected?
- ▣ What is “success”?

SMART Goals are...

- ▣ Specific
- ▣ Measurable
- ▣ Achievable
- ▣ Relevant
- ▣ Timely



Can you find the SMART goal?

1. Use technology everyday in the classrooms.
2. 79% of the Sophomores will meet or exceed the standards in Reading by May 2012 as measured by TESA.
3. Students meeting or exceeding will increase this year as measured by TESA.

More to find.....

4. Teachers who want to will implement a common assessment to measure student growth by April 2012.
5. The number of Juniors meeting/exceeding the standard as measured by TESA during the 2011-12 school year will increase from 37% to 47%.

ANSWERS

#2 and #5

A popular format...

The percentage of Freshmen meeting or exceeding the standards in writing will increase from 29% to 50% by the end of 2011-12 school year as measured by ISAT Writing Performance Assessment given in February 2012.

Another example....

The percentage of high school students meeting or exceeding the Standards in Math will increase from 43% to 49% by the end of 2011-12 school year as measured by TESA Math assessment given during the 2011-12 school year.

One more example....

The percentage of Freshmen receiving an office referral for inappropriate classroom behavior will decrease from 54 to 12 by the end of November as measured by office records when calculated on December 2, 2012.

A person is holding a large, unfolded map outdoors. The map is held up in front of their face, obscuring it. The person is wearing a brown jacket and blue jeans. The background shows green trees and a clear sky. A black banner with white text is overlaid on the bottom right of the image.

Where do we go from here?

Limit your scope of action...

- ▣ Choose 2-3 goals.
- ▣ Identify key strategies to implement that address current roadblocks (Focus for Improvement).
- ▣ Be sure the key strategies have a deliberate relationship to what you want to achieve.
- ▣ Target factors under your control.

ACTION PLANS

Plan strategies that will impact the results of your goals.

Find the roadblocks and address them with concentrated focus.

Good Luck.....