

# SMART Goals

## For Professional Learning Communities





# Goals, Goals, Goals

## Why Do We Set Goals?

(Fill in the blanks)

“Obstacles are those frightful things you see when you **take your eyes off your goal.**” Henry Ford

“If you don't know where you are going, you will probably **end up somewhere else.**” Lawrence J. Peter

“Success isn't a result of spontaneous combustion. You must **set yourself on fire.**” Arnold H. Glasow





# Writing SMART Goals

**S**trategic and Specific

**M**easurable

**A**ttainable

**R**esults Oriented and Relevant

**T**ime Bound





# Strategic and Specific

Describe the goal in **precise** terms.

What are you going to do?

Who is the goal for?

How are you going to do it?

When will the goal be reached?





**A specific goal has a much greater chance of being accomplished than a general goal.**

**A general goal is, “I will read more.” But a specific goal would say, “I will read for 30 minutes each day for the next year.”**



# Strategic and Specific

**Non-Example:** Students will do better in math.

**Example:** All \_\_\_th grade students will score level 4 or higher in math on the 2013 \_\_\_\_test.





# Measureable

If it can't be expressed in figures, it is not science; it is **opinion.**

Use specific criteria for measuring progress toward the goal.

How many? How much?





# Measureable

**Non-Example:** All \_ th grade students will do better in math.

**Example:** All \_\_\_th grade students will score level 4 or higher in math on the 2013 \_\_\_\_test.







# Attainable

Goals should be set high (rigor) but  
**within reach.**

Unattained goals do not indicate  
**failure.**





# Creating Attainable Goals

To determine if your goal is attainable, ask questions such as:

- Do we truly believe that it can be accomplished?
- What are the resources that we need in order to accomplish this goal?



# Attainable

**Non-Example:** All \_\_\_\_th grade students will score level 5 in \_\_\_\_ math on the 2013 \_\_\_\_test.

**Example:** 80% of \_\_\_\_th grade students will score 4 or higher in math on the 2013 \_\_\_\_test.





# Results-Oriented Relevant, and Rigorous

**Does The Goal Make A Difference?**

**Are My Students Being Challenged?**

**Am I Being Challenged?**





# Results-Oriented Relevant, and Rigorous

**Non Example:** 50% of the students will increase the amount of time spent reading at home.

Where's The  
Rigor?

**Example:** All students will score level 4 on the 2013 \_\_\_\_\_ test Spring reading assessment.  
“Results” are student achievement focused and not on parent or teacher behavior.





# Time Bound / Timely

**When?**

**What is the time frame?**

**Next month, the month after?**

**By grade 6?**

**The goal is to be grounded within a time frame. With no time frame tied to it, there is no sense of urgency.**





# Time Bound / Timely

**Non Example:** Students will increase their reading scores by..?

**Example:** 80% of \_\_\_\_\_th grade students will score 4 on the 2013 Spring \_\_\_\_\_ Reading Assessment.





# Is This a SMART Goal?

Sixth grade students will meet or exceed the state average in reading as measured by the Spring \_\_\_\_ test.

**YES it is!**







# Is This a SMART Goal?

Expect  
More

**75% of the fourth grade students will meet proficiency levels on the next reading Formative Assessment.**

**No, it is not.  
Where is the rigor?**





# Is This a SMART Goal?

80% of our 8<sup>th</sup> grade students will complete their homework which will raise their Achievement Levels to meet or exceed state averages.

**No, it is not.  
It is tied to their homework.**





# What Is Wrong With These Goals?

1. All the students will improve their reading by doing more homework.
2. 45% of our students will achieve level 2 on the \_\_ test.
3. 80% of 11<sup>th</sup> grade students will achieve level 2 in science.
4. Most of the students in our classes will learn what 'Main Idea' means.



# SMART Goals.....

**S**trategic and Specific

**M**easureable

**A**ttainable

**R**esults Oriented and Rigorous

**T**ime Bound

