

SMART GOALS – TEMPLATE

SMART goals help educators on improving student achievement. A SMART goal clarifies exactly what students should learn, the standard of learning expected, and the measures used to determine if students have achieved that standard.

A SMART goal is:

Strategic and Specific – Linked to building CIP goals. Focuses on specific student learning. Answers the question – Who and What?

Measurable – The success toward meeting the goals can be measured in student achievement. It answers the question - How?

Attainable – Goal can be achieved in a specific amount of time, with increased teacher effectiveness. It should be a stretch from current achievement data. ~~Now that Bloomington teachers have been creating and evaluating SMART goals, we are asking that teachers shift from identifying percentage gains to trend data. (See example for details).~~

Results Oriented / Relevant / Rigorous – The goals are aligned with a building CIP goal, and focus on increased student achievement in one defined area.

Time Bound – Goals have a clearly defined time-frame including a target date. It answers the question – When?

Examples:

Not a SMART goal:

- Students will improve their writing skills in English 9.
Does not identify a measurement or time frame. The trend is not measurable.

SMART goal:

- The percentage of English 9 students scoring a 3 or better on the writing standards rubric will increase by the end of second term.
- Data study may have revealed a trend indicating at best 72% of students have received a 3 or higher on the standard. An increasing trend would be anything above 73%, with an ultimate goal towards 100%.