

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%.

Smart Goal Planning Form

Specific – WHO?

Achieve – WHAT?

Assessment – HOW?

BY

Time of year – WHEN?