

### *S.M.A.R.T. Goal Review*

- S** = Specific and Strategic
- M** = Measurable
- A** = Action Oriented
- R** = Rigorous, Realistic and Results Focused (**the 3 Rs**)
- T** = Timed and Tracked

### **Sample SMART Goals**

**Sample Educator Goal:** By organizing and analyzing results and adjusting practice to implement Universal Design for Learning, 95% of my students will demonstrate proficiency on the number sense items on the 2016-2017 mathematics benchmarks, as measured by the winter and spring benchmark administrations.

**Sample Superintendent Goal:** During the 2014-2015 school year, by modeling, leading, planning, facilitating, and supporting administrator team review of assessment information, and monitoring plans, and adjustments to instruction and programs, (1-C-II) the district will receive an “improved progress rating” toward the PPI (Progress and Performance Index) target for the high needs subgroup in gap narrowing and growth in ELA and Mathematics, as measured by the 2015 state accountability report.

**Sample School Committee Goal:** By June 2018, the School Committee will review, fund and adopt the district’s professional development plan so that the district can continue to develop highly qualified educators, as well as expand professional development offerings that are aligned with both the district Strategy Overview and the identified needs of staff as measured by agenda items, meeting minutes and budget documents.

### **Sample SMART Goal Template**

By \_\_\_(Date)\_\_\_, we will \_\_\_(Action)\_\_\_, \_\_\_(Action)\_\_\_, and \_\_\_(Action)\_\_\_ as measured by \_\_\_\_\_.



**SMART** | GOALS

**Proposed Draft Goal:**

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1. **Use of Data.** What data did we review (student learning or professional practice) to help identify this goal area?

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2. **Specific and Strategic.** What will the goal accomplish? Is the goal too broad or is it narrowed in focus?

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3. **Measurable.** How will we measure whether or not the goal has been reached?

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4. **Action-Oriented.** What key actions, required to achieve the goal, are stated?

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5. **Rigorous, Realistic and Results Focused.** What is the result (not activities leading up to the result) of the goal? Is the goal achievable? Is it rigorous enough?

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6. **Time and Tracked:** What is the established completion date and does that completion date create a practical sense of urgency? When are the benchmark dates and how will we track progress?

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**Revised Proposed Goal:**

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