

Developing Clear, Measurable Goals:

What are we trying to do or
achieve?



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In the absence of clearly defined goals, we become strangely loyal to performing daily acts of trivia.

Unknown

Focus on treating the cause and not the symptoms



★ Review past performance to determine root causes

- School formative and summative assessments
- District formative and summative assessments
- State summative assessment
- Teacher evaluations
- RTI/SST data
- Student attendance data
- Staff/school climate survey
- Suspension and enrollment data
- PTA questionnaire

What are we trying to do or achieve?

Raise Student Achievement!



Having a strong rallying cry is great!
But what does it mean in terms of measurable outcomes?

Deciding on Your Goals



The goal (or goals) must be:

- Well-defined, measurable, and clearly address the areas of weakness in student performance specific to subjects, non-academic areas, and/or an identified subpopulation (for Focus schools), as identified in the needs assessment
- Limited to no more than three SMART goals with a defined metric used to measure progress
- Easy to recall or recite

What are SMART Goals?

SPECIFIC

MEASURABLE

ATTAINABLE

RELEVANT

TIME-BOUND

Why SMART Goals?

- SMART goals help school teams get focused
- SMART goals help define exactly what the future state looks like and how it will be measured
- SMART goals show others how their work aligns and relates to the focus of the school

How SMART are your goals?

S

- Specific
- The Who, What Where, When and Why?

M

- Measurable
- How are you going to measure it?

A

- Attainable
- Can you accomplish the goal?

R

- Relevant
- Have you addressed the school challenges identified in needs assessment?

T

- Time-bound
- When will you reach your goal?

Examples

Not SMART

- To reduce the number of elementary school students in the District who fare poorly in mathematics.
- To totally eliminate school truancy among Ward 8 high school students.

SMART

- To reduce the number of students in grades 3 through 5 who perform at level 1 on the PARCC examination by 80% over the next three years.
- To reduce truancy among high school students in grades 10-12 from Ward 8 by 30% each year over the next three years.

A formula for writing a SMART goal

SMART Goal:

_____ of the _____
(**Measurable**: %, number, measure) **Who** (students, families, teachers, etc.)

will _____ by _____ .
(**Specific** action: what, where, how) (**Time**)

Reflection

Choose a goal from your Intervention and Support Strategies plan or school improvement plan. Is it SMART? If it is not SMART, use the SMART formula to rewrite the goal with your school team.

Goals that are really SMART require action plans that list the specific steps you will take to achieve the goal. Plans should include **evidence-based strategies**, benchmarks for tracking progress, and evidence of change along the way.



**WHAT DO WE DO WITH OUR
SMART GOALS NOW?**