

Coach's Collaborative: S.M.A.R.T. Goals Planning Agenda

SMART Goals

"Clarity precedes competence."

S - Strategic and specific; aligned to school and district goals

- Tied to broader original goals

M - Measurable

- Data points - current reality - measurable improvement target represents higher student achievement than current reality

A - Attainable

- If work interdependently

R - Results oriented

- Evidence of student learning comes from multiple data points, including CFA

T - Time bound

- Identify on Curriculum Guide, gather evidence of student learning, including a target date to look at data to see if goal reached
- Stipulate both past level of performance and improvement
- Goal
 - Our reality: (last year) ___% of ___ scored
 - Our SMART Goal: x to y by when
- Attainable goals - document incremental progress and build momentum and self-efficacy through short-term goals
- Stretch goals - to inspire, to capture the imagination of people; to stimulate creativity and innovation; to serve as a unifying focal point of effort

2-3 SMART goals aligned w/ district and school goals

- Be CRYSTAL CLEAR: on skills, knowledge, & dispositions to be acquired
- Realistic:
 - Goal calls upon more students to learn at higher levels than the class we taught last year
 - Goal calls upon students to advance from last year's performance (sequential course)
- Focus on improved results over implementing activities
- Clarify new achievement of goals will be attained, monitored, and measured
- Effective goals require interdependent work
- Create products directly related to achieving goal
- Should require more students to learn essential standards at higher levels than previous year
- Celebrate small wins
- Beware of goals that can be accomplished even if students learn less - too narrow
- Beware of goals that are impossible to monitor
- Beware of goals that do not require learning at higher levels

SMART Goals Protocol:

- 1) Examine data about current reality
 - a) What are the strengths and weaknesses you see in the data?
 - b) Focus on practices that can be controlled (not students).
 - c) Identify greatest area of need; this is where SMART Goal begins

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- d) Choose a goal that represents the greatest area of need and it will have the greatest impact on student learning