

PROTOCOL: Developing a S.M.A.R.T. Goal Statement

STUDENT LEARNING GOAL

This activity protocol is designed to assist educators in developing a S.M.A.R.T. professional practice goal statement.

- Related materials (professional practice goal template, facilitator Powerpoint presentation, and exemplar goal statements) are available on the ESE Educator Evaluation website at <http://www.doe.mass.edu/eeval/resources/implementation/>.

ESE extends its appreciation to the Massachusetts teachers, specialized instructional support personnel, and administrators who contributed to the refinement of this protocol and the development of “exemplar” S.M.A.R.T. goals for educators throughout the Commonwealth to explore.



STUDENT LEARNING GOAL

Identify/Clarify a Focus or Goal Topic (Area of student learning, performance, behavior, etc) (10 mins)

Goal Type: Individual Team

1. Why is this topic/focus important? (5 mins)

Strategic

GOAL OBJECTIVE (5 mins)

2. What students (subgroup, class, grade span, etc) are the focus of this goal? (3 mins)

Specific, Rigorous, Results-Focused

3. When will I/we achieve this goal? (2 mins)

Realistic, Timed

4. How will I/we demonstrate progress toward this goal? (10 mins)

Action-Oriented, Tracked

5. How will I/we know the goal has been achieved? (5 mins)

Measurable

DRAFT GOAL STATEMENT (15 mins)

Sample Student Learning Goal*: High School Guidance Counselor

Identify/Clarify a Focus or Goal Topic (Area of student learning, performance, behavior, etc)

Persistently low enrollment rates in honors and AP courses by historically underrepresented student subgroups.

Goal Type: Individual Team

1. Why is this topic/focus important? *Strategic*

- Contributes to college & career readiness
- Achievement gap

GOAL OBJECTIVE

Work with colleagues to improve enrollment rates of historically underrepresented student subgroups in advanced/honors courses.

2. What students (subgroup, class, grade span, etc) are the focus of this goal? *Specific, Rigorous, Results-Focused*

African American and Latino males (statistically the most under-represented subgroup in honors, AP and enrichment courses)

3. When will I/we achieve this goal? *Realistic, Timed*

2 years

4. How will I/we demonstrate progress toward this goal? *Action-Oriented, Tracked*

Targeted outreach to classroom teachers responsible for advancing students to honors, AP and/or enrichment courses as well as teachers of these courses; focus on exposing 9th grade African-American and Latinos to enrichment opportunities; one-on-one meetings w/ targeted students to better align course enrollment to interests and abilities

5. How will I/we know the goal has been achieved? *Measurable*

Schoolwide, 10% yearly increase in enrollment by African-American and Latino males in AP, honors and enrichment courses

DRAFT GOAL STATEMENT

As part of our school's mission to improve college and career readiness for *all* students and close the achievement gap, I will work with school staff to raise the enrollment of African American and Latino males in honors, AP and enrichment courses by 10 percent each year over a 2-year period through targeted outreach to teachers and students, increased learning about and exposure to enrichment opportunities by students in 9th grade, and individualized support to better align student interests and abilities to appropriate, rigorous courses.

*ESE-developed sample goal