

## **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 9<sup>th</sup> 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 9<sup>th</sup> grade, and individualized support to better align student interests and abilities to appropriate, rigorous courses.

\*ESE-developed sample goal