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/edeval/resources/implementation/.

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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