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| Content: |  | | Content Rep: | |  | | |
| Grade Level: |  | | Members: | |  | | |
| District Goal(s): |  | | | | | | |
| School Goal(s): |  | | | | | | |
| **STUDENT RESULTS SMART GOAL** | | **Strategies and Action Steps** | | **Responsibility** | | **Timeline** | **Evidence of Effectiveness** |
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In order to become a **team**—a group of people working **interdependently** *to achieve* a **common goal** *for which members are held* **mutually accountable**—you must establish a specific and measurable performance goal. The SMART acronym helps teams in PLCs establish goals linked to gains in student achievement.

SMART goals: Goals that are **S**trategic and **S**pecific, **M**easurable, **A**ttainable, **R**esults-oriented, and **T**ime-bound (O’Neill & Conzemius, 2005)

TIPS for Establishing Smart Goals:

1. Ensure your teams goals is aligned with the broader, overarching school-wide goal(s).
2. Clarify the level of achievement students were able to attain in the previous year.
3. Set a SMART goal that challenges your team to improve upon last year’s performance.