

SMART Goals Are:

Strategic and Specific

The goal should identify a specific action or event that will take place. Answers the question: Who and What?

Measurable

Include in the specific goal statement the measurements to be used to determine that the results or outcomes expected have been achieved. It answers the question: How?

Attainable

Goals should challenge people to do their best, but they need also be achievable.

Results-Oriented

Goals need to pertain directly to the performance challenge being managed.

Timebound

Enough time to achieve the goal and not too much time, which can affect project performance. It answers the question: When?

Example:

The percentage of third grade students scoring at proficient or higher on the state mathematics test will increase from 64% in Spring 2009 to 82% in Spring 2010.

All SMART goals created by teachers and administrators should have the following components (with example language from the SMART goal above):

1. A measurable baseline (64%);
2. A measurable target (82%);
3. A specific time frame (Spring 2009 to Spring 2010);
4. Specificity about what is being assessed (percentage of third grade students scoring at proficient or higher);
5. Specificity about the method of assessment (the state mathematics test)