



Leadership for Professional Learning Communities

What are SMART Goals?

SMART goals are very effective tools for making the translation from learning to improvement.

These goals are:

- Strategic and Specific
- Measurable
- Attainable
- Results-based
- Time-bound

Strategic goals are aligned with strategic priorities that are the focus or vision of success for the entire school district (e.g. Board Goals). *Strategic and specific* insures that the goals will have both broad-based and long-term impact because they are focused on a specific need within the building.

Measurable helps us know whether actions made the difference we wanted: looking at the change in results because of the goal or actions taken.

A goal needs to be *attainable*: within the realm of our influence or control and doable given current resources. To determine whether a goal is attainable, you must baseline data, a timeframe for achieving the goal and an idea of the kind of resources available to make the changes needed.

SMART goals are *results-based*: aimed at specific outcomes that can be measured or observed. Results-based goals define not only what is *expected*, but they also communicate a *desired end point*.

Finally, SMART goals are *time-bound*. Agreeing on a time frame for achieving the goal helps to keep it a priority.

Why use SMART Goals:

- Everyone knows what the priorities and expectation are and can align their efforts to achieving them (because they have agreed on strategic, specific, and attainable goals)
- Everyone knows how success is defined, how it will be measured and when.
- As a part of the overall strategy, everyone is involved in finding ways to achieve the priorities and collectively learns what is and in not working.
- Decisions are well informed and resources are targeted, giving successful new initiatives a far better chance of being sustained and continuously improved over time.

* Information from Anne Conzemius and Jan O'Neill