

## SMART Goals

The challenge for any leader who hopes to improve student achievement is to engage all members of the organization in processes to:

- Clarify priorities
- Establish indicators of progress to be monitored carefully
- Embed continuous improvement throughout the organization
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Educators shift their focus from activities to outcomes and from intentions to results only when leaders establish effective processes and well-defined parameters to shift collective attention in the right direction. One of the most powerful strategies to create a results orientation throughout a district is for leaders to: 1) identify a limited number of very focused goals, and 2) use well-designed processes to drive those goals into every classroom in every school. (Learning by Doing)

When speaking about goals it is important for schools and districts to be in agreement about what is meant by the word, “goal.” The SMART goal acronym provides much-needed clarity to the term. Goals are SMART when they are strategic and specific, measurable, attainable, results-oriented, and timebound. School goals should be linked to district goals and one or more of each school’s goals should be translated by each collaborative team into a SMART goal that drives the work of the team.

Services Available Through SCOE: The SCOE C & I Department staff have experience in leading educators through the development of Smart goals that focus on improved student achievement.

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