

Goals

Templates for Writing Goals

A student learning goal needs to specify what your students are going to achieve – the student outcome – and how you will know how students reached the goal (how it will be measured).

*Suggested template for writing a **Student Learning Goal**. Feel free to modify as necessary – we are providing this template for educators to have a sense of the components needed to draft a complete goal:*

Based on the fact that _____ (x %) of students currently score _____ on the _____ (assessment), my goal is that by _____ (when) _____ (x %) will score _____ on the same assessment.

As you prepare to write a SMART Student Learning goal, answer each of the following questions:

Specific

1. Population: Which students are targeted by the goal?
2. Learning Content: What is being taught over the period the goal covers? Will the goal apply to student learning of all content, or specific skills and standards?

Measurable

3. Assessment: What assessment(s) will be used to measure student progress toward the goal?

Attainable

4. Baseline: What is the starting level of students' content knowledge? What are the baseline skills needed to learn the content?
5. Rigor: How much student growth should be expected in order for the goal to be both challenging and reasonable?

Results-focused

6. Target: What is the expected level of growth in student knowledge and/or skill at the end of the time period?

Time-bound

7. Deadline: When will the overall progress toward the goal be measured?

Goals

A **professional practice (PP) goal** names an action that is going to be taken by the teacher – something the teacher will do. Student outcomes do not need to be specified. The teacher’s action must be linked to the rubric – the goal should use terms that are in the rubric and should reflect the language in a specific Element (for example, should specify “differentiation”).

*Suggested template for writing a **Professional Practice Goal**. Feel free to modify as necessary – we are providing this template for educators to have a sense of the components needed to draft a complete goal:*

In order to _____, I will _____. I will monitor my progress towards this goal by _____.

As you prepare to write a SMART Professional Practice goal, answer each of the questions below:

Specific

1. Rubric: Which element of the rubric is connected to this goal?
2. Student Learning: How will achieving this goal impact student learning?

Measurable

1. Actions: What educator actions will be involved in meeting the goal? How frequently?
2. Measures: How will progress toward the goal be monitored?

Attainable

3. Baseline: How does this goal relate to the educator’s current practice?
4. Rigor: Does this goal push the educator’s practice while maintaining realistic expectations?

Results-focused

5. Target: What is the expected outcome at the end of the time period covered by the goal?

Time-bound

6. Deadline: When will the overall progress toward the goal be measured?

Next Steps: Goals that are really “SMART” require action plans that list the specific steps you will take to achieve the goal includes benchmarks for tracking progress and evidence of change along the way.