



# SMART GOALS MODULE



# LEARNING TARGETS

**1**

Identify the components of a SMART goal

**2**

Develop an understanding of impact and process goals

**3**

Know the required SMART goals to include in your IAP



# WHAT IS A GOAL?

- “The end toward which effort is directed”  
Merriam-Webster
- A destination you are working toward
- Plan for your success
- Future desired result



Setting goals is the first step in turning the invisible into the visible. –Tony Robbins



# IAP GOALS

- Defined by your needs statements and desired outcomes
- What will you be able to accomplish in regards to student achievement?
- What systems, structures or process will be impacted?





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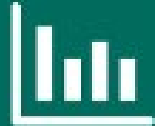
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Specific



Measurable



Attainable



Relevant



Time Based



# SPECIFIC

- Focused
- Identify a tangible outcome
- Clear and defined
- What do I want to achieve?



Specific



# MEASURABLE

- Clear definition of success
- The ability to track your progress (from and to)



Measurable



# ATTAINABLE

- Ambitious
- Motivate you to succeed
- Do we have influence over it?



Attainable





# RELEVANT

- Aligned to your values
- Coincides with overall objectives
- Is it worthwhile?



Relevant



# TIME BASED

- Target date
- Realistic time frame
- Establishes a sense of urgency



Time Based



# TYPES OF SMART GOALS

## Impact Goal

- Student Achievement
- Show Growth or Increase Proficiency

## Process Goal

- Implementation
- Systems, Structures & Processes



# IMPACT GOAL DATA SOURCES

**AASA  
MSAA**

**AZELLA**

**Grad Rate**

**ACT/Aspire**

**Benchmark  
Assessments**

**DIBELS/Acadience**

**Discipline  
Referrals**

**Attendance**





## Required SMART Goals by Classification

Classification & Type of School	Process Goals	Student Impact SMART Goals				
		ELA	Math	ACT/Aspire	Grad Rate	Subgroup(s)
CSI- Low Achievement (Elem/MS)	X	X	X			
CSI- Low Achievement (HS)	X	X	X	X*		
CSI- Grad Rate (HS)	X			X*	X	
<u>aTSl</u> (Elem/MS)	X					X
<u>aTSl</u> (HS)	X					X

\*ACT/Aspire could fulfill ELA/Math goals because it measures English, mathematics, reading, and writing.



## **SAMPLE ELA/MATH IMPACT GOALS**

- Reading achievement for all students will increase by 35% moving from 3% proficient or highly proficient on 2022 AASA to 38% proficient or highly proficient on 2023 AASA. (growth)
- 45% of students will score proficient or higher on the Math 2023 AASA. (achievement/proficiency)
- Writing achievement for all students will increase by 40% moving from 8% proficient or highly proficient on 2023 state assessment to 48% proficient or highly proficient on 2022 state assessment. (growth)



# **SAMPLE ACT/ASPIRE IMPACT GOALS**

- The percentage of students that meet the college readiness benchmark score in all four content areas will improve from \_\_\_\_\_% in 2022 to \_\_\_\_\_% in 2023 as measured by the ACT.
- 45% of students will reach the college readiness benchmark (22) on the Math 2023 ACT .  
(achievement/proficiency)
- The average ACT Aspire composite score will increase from \_\_\_\_ in 2022 to \_\_\_\_ in 2023.



## **SAMPLE ATSI - TSI SUBGROUP IMPACT GOALS**

- Percent of students with disabilities scoring proficient will increase by 20 % from 2 % in 2022 to 22 % in 2023 on AASA.
- The achievement gap between % of all students scoring proficient and the % of ELL students scoring proficient will be reduced by 15 % from 54 % in 2022 to 39 % in 2023 on AASA.
- The average ACT/Aspire composite score for Hispanic/Latino students will increase from 13 in 2022 to 15 in 2023.





## **ADDITIONAL IMPACT GOAL SAMPLES**

- Graduation Rate will increase from 61% in 2022 to 75% in 2023.
- Graduation Rate for 5-year cohort will increase from 65% in 2022 to 69% in 2023.
- ★ • Attendance Rate will increase from 86 % in 2021-2022 to 92 % in 2022-2023.
- Discipline Incidents will be reduced by 40 % from 542 in 2021-2022 to 326 in 2022-2023.



# PROCESS GOAL TOPICS

<b>PBIS</b>	<b>Conscious Discipline</b>	<b>MTSS</b>	<b>RTI</b>
<b>Curriculum Adoption</b>	<b>Supplemental Resources</b>	<b>Professional Learning Communities</b>	<b>Assessment System</b>
<b>Professional Development</b>	<b>Attendance</b>	<b>Behavior</b>	<b>Parent Involvement</b>



# SAMPLE PLC PROCESS GOALS

By August 31, 2021 all staff will receive training on implementing PLCs.

**31 Aug. 2021**

By January 14, 2022 all collaborative teams will have met a minimum of 5 times as evidence by meeting agendas submitted to principal.







**14 Jan. 2022**

**18 Sep. 2021**

By September 18, 2021 all collaborative teams will adopt norms, agenda template and determine meeting dates as evidence by written documents.



# PLANNING TOOL IN GME

Impact Goal	Process Goal
SMART Goal; student achievement, growth, proficiency; grad rate; attendance; behavior	SMART Goal; implementation of systems, structures, or processes
*  Reading achievement for all students will increase by 35% moving from 3% proficient or highly proficient on 2022 AASA to 38% proficient or highly proficient on 2023 AASA.	 By December, all homeroom teachers in grades K-5 will have assessed their students on the new phonics screener. By January, all K-5 students will be placed in a reading intervention or enrichment skill group.
* 	
* 	





# GOALS AT THE LEA LEVEL



# LEA – IMPACT GOALS

- Sunshine School District will increase ELA proficiency by 15 % moving from 30 % proficient or highly proficient in 2022 to 45 % proficient or highly proficient in 2023 on the state assessment.
- Sunshine School District will increase the average ACT composite score by 3 points moving from 16 in 2022 to 19 in 2023.
- Subgroup performance for students with disabilities across the district will increase by 12% from 8% proficient in ELA and math in 2022 to 20% proficient in ELA and math in 2023 on the state assessment.



# Sample LEA Process Goals

By August 31, 2022 all school sites will create a building MTSS team as evidenced by names emailed to LEA representative.

**August 31, 2022**

By November 30, 2022 building MTSS Teams will present framework and development timeline to school staff.

**November 30, 2022**

**September 30, 2022**

By September 30, 2022 all building MTSS teams will attend the district's 4- hour MTSS framework training as evidenced by sign in sheets.

**March 30, 2023**

By March 30, 2023 Building MTSS Teams will submit completed MTSS plans to the LEA for review and approval.





# THANK YOU!

Thank you so much for your time today!

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