

SMART-ER PROFESSIONAL PRACTICE GOAL ANALYSIS PROTOCOL

SMART-ER Element	Guiding Questions
<p>SPECIFIC – Goal has a well-defined target that gives clarity, direction, and focus. If the goal is vague, you will find that it is difficult to achieve as the definition of success will also be hard to define.</p>	<ul style="list-style-type: none"> • <i>What does the team want to accomplish?</i> • <i>Are specific requirements identified?</i> • <i>Does the goal explain specific reasons, purpose, or benefits of accomplishment?</i>
<p>MEASUREABLE – Concrete criteria for measuring progress toward attainment of the goal. Measuring progress is supposed to help the team stay on track, reach its targets, and experience a sense of achievement required to reach the ultimate goal.</p>	<ul style="list-style-type: none"> • <i>How much progress?</i> • <i>How many measures?</i> • <i>How will the team know how successful they have been in achieving the goal?</i>
<p>ATTAINABLE – An attainable goal stretches the team in order to achieve it, but it must not be extreme.</p>	<ul style="list-style-type: none"> • <i>Can the goal be accomplished within the given time frame?</i> • <i>Can the goal be accomplished with the available resources?</i>
<p>RELEVANT – The goal relates to teaching, learning, leadership, parent engagement, and/or professional culture.</p>	<ul style="list-style-type: none"> • <i>Will it positively impact student performance?</i> • <i>Will it positively impact professional practice?</i>
<p>TIME-BOUND – Goal to be achieved within a time frame.</p>	<ul style="list-style-type: none"> • <i>By when?</i> • <i>Is the time frame appropriate?</i>
<p>EVALUATE – A goal is not set in stone and will change from time to time. Periodic evaluation is essential to reaching them. Changed factors must be taken into consideration: changes in the student composition as a result of mobility; the need for significant re-teaching due to gaps in students’ prior knowledge; or attaining or exceeding the goal within a short period of time.</p>	<ul style="list-style-type: none"> • <i>How will the team evaluate its progress toward goal attainment?</i> <ul style="list-style-type: none"> ○ <i>Short-term?</i> ○ <i>Long-term?</i>
<p>REVISE – After careful evaluation revise the goals based on analysis.</p>	<ul style="list-style-type: none"> • <i>Why is the goal being revised?</i> • <i>Is the revision addressing barriers encountered that impede progress?</i> • <i>Is the revision addressing benefits that have sped up progress?</i>