Examples of Teacher SMART goals

- **Specific** – Does the goal specifically state the area targeted for improvement?
- **Measurable** – Does the goal specifically state how growth will be measured?
- **Attainable** – Is the goal realistic?
- **Relevant** – Is the goal relevant to your professional practice?
- **Timely** – Does the goal specifically state a timeline for when it will be achieved?

The average gain for 4th grade Latino and ELL students (cohort) in Rdg and Lt will increase ≥ 8 RIT pts by the end of May 2014 as measured by specific grade level Rdg/Lit OAKS.

By May 2014 5th grade students will meet and exceed the OAKS Science test at 80% or higher.

By June 2014 80% of second graders measuring below proficient level on ideas and content will show growth of 1 or more levels as measured on the HRCSD writing assessment.

By November 2013, 80% of kindergarten students will be able to successfully identify a list of randomized numbers.

By Spring 2014, every 7th grade ELL student will make a RIT gain of 6 points on the OAKS Math test.

By June 2014, 75% of 11th graders will meet or exceed the OAKS writing assessment.

By Spring 2014 all ELL students will move up at least one level on the ELPA.

The % of third graders who do not yet meet standards on OAKS will decrease by 10% as reported by OAKS results in May, 2014.

The achievement gap in math between White and Latino students in grades 6-8 scoring at meets or exceeds will decrease by at least 5% as measured by OAKS administered during the spring of 2013-2014.

All students in reading intervention classes will have a 7 point increase on program common formative assessments from fall 2013 to winter 2014.

2nd grade students in math intervention will have a 7 point increase on EasyCBM from fall 2013 to winter 2014.

100% of 6th grade students will increase their organization score on the HRCSD writing assessment between September 2013 and May 2014.

80% of our kinders will reach the reading benchmark by May 2014 as measured by DIBELS.

During this school year, 100% of my students will improve in analyzing primary and secondary source documents. Each student will increase his/her ability to analyze documents by one level on the rating rubric.

Using the President's Challenge physical fitness program components, all students will increase their physical fitness, with 85% of students performing at or above the 50th percentile on all five components.

For the current school year, all of my students will make measurable progress in each of the four areas related to scientific investigation (hypothesis, investigative design, data collection, data analysis). All students will achieve at the 3 level of performance on a 4-point rubric in each area.

100% of 8th grade students will score proficient or higher on the end of semester sketching assessment as scored using a rubric.

All 8th grade band students will be able to perform *Birdland* with 95% accuracy by May 2014.

Sample SMART Goal	
Content The goal is being written around which grade/subject/level	My subject is 6th grade social studies. My social studies team is taking on the explanatory writing assessment this year, so improving writing conventions is going to be the focus of this goal.
Baseline Data: What data was used?	I have reviewed the 5th grade writing data collected at our feeder elementary schools in 2012-13. Of the 5 strands, **language conventions** was the lowest score, with 61% of students reaching a proficient level.
SMART Goal Provide a SMART student growth goal statement.	By spring 2014, students will improve their language conventions writing score by 5 percentage points from their 5th grade Spring score, with students improving from 61% to 66% proficient.
Performance Standard Identify the one or two Evaluation Performance Standard(s) that will be a focus in achieving this goal.	*6.1* Designs and/or selects assessments that match learning objectives with assessment methods so that learners can demonstrate their knowledge and skills.
Strategies for Improvement: List specific actions that you will take in order to achieve this goal.	1. I will create a pre-test assessment (to be administered in September) that will help me identify which areas of language conventions need the highest level of attention. Leading up to the explanatory assessment in March, I will create at least one mini-lesson per unit that addresses those areas of language conventions that need the most attention. 2. I will score at least one written paragraph per unit, emphasizing the language convention area that I taught in each unit.
Professional Growth: What do I need to learn in order to meet my goal? What skills do I need to develop in order to meet my goal?	I will need to research "best practices" in language convention improvement in order to create meaningful mini-lessons for each of my units.
Resources and Support: What resources and support do I need to meet my SMART goal?	1. I will request assistance from my team or principal tor to identify "best practice" in language conventions 2. I will need to collaborate with my social studies colleagues .