**Individual Task:** Writing **SMART** Goals

What makes an effective **SMART** counselor school improvement goal?

Consider these criteria:

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| **S** | **M** | **A** | **R** | **T** |
| Specific/Strategic | Measurable | Achievable/ Attainable | Results Oriented | Timed |

1. Look at the rubric that follows for a description of specific criteria for each element of quality.
2. Discuss the revision of the goals as needed.

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| **SMART GOALS** | **RATING** |
| **Example** **GOAL:**The school counselor will discuss with the principal school issues and how to address them during the school year.*Using the rating scale on the right, place a check on the criteria that is included in the goal.* |  S M A  R T  |
| **Example** **GOAL:**During the 2011-12 school year, the school counselor will examine school data to design a comprehensive school counseling program.  *Using the rating scale on the right, place a check on the criteria that is included in the goal.*  |  S M A  R T  |
| **Example** **GOAL:** No later than September 15, 2012, the school counselor will develop a curriculum map using school data (i.e., student needs assessment; WESTEST-2, attendance, discipline, advisory council notes, etc.) to address student academic, personal/social, and career needs that are developmentally appropriate for all grade levels.*Using the rating scale on the right, place a check on the criteria that is included in the goal.* |  S M A  R T  |

**W V Mountain School**

**Mountain High County**

**WVMS School Improvement**

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| School Vision StatementWe will be a school where all students feel valued, learn to their greatest extent, and develop skills to be a productive high-quality citizen. In our school all staff members will be competent lifelong learners of the profession who everyday are enthusiastic and positive role models for every student. |
| **Guiding Philosphy**All students will learn, no excuses accepted. | **School Mission Statement**To provide opportunities for students to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in a safe and positive environment. |
| **School Core Values***Customer Satisfaction**Data-Driven Decisions**Learning For All**Teamwork**Visionary Leadership* | **School Goals**1. To improve reading and math scores
2. To increase the graduation rate
3. *To Increase family and community support for student learning and citizenship development*
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**Criteria for SMART Goals**

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| **CRITERIA FOR****SMART GOALS** | **Clearly****SMART***Goal is designed with clarity**and a stretch**toward high expectations of**staff and students* | **Sincere****Commitment***Goal is designed with a**sincere commitment but**lacks clarity in the**message* | **Weak****Construction***Goal is weak or broad**and constructed with**suggested intent that**lacks clarity* |
| **S. Specific***The outcome is clear; intensity of focus is on students* | Focus is clearly to improve service/learning for students; the outcome is definite | Language in the goal could be more simplistic so that focus is clear | Ambiguity about who the focus is on; Uncertain as what the focus is or who will be impacted |
| **M. Measurable***Measurable with an assessment process or tool; You can count it or see it* | The components used to measure the goal are clearly stated or the outcome can be seen when completed. | Measurement/assessment process could be subjective; Concrete evidence  | Little or no indication of what should be counted or viewed when the goal is complete |
| **A. Achievable** *Do you, as a counselor, have the necessary experience/training to achieve it? Does your school have the resources and team members needed?*  | Using resources and staff with counselor expertise goal is attainable | Heartfelt desire is apparent but additional resources or training may be needed to meet goal; may need to review steps needed before this goal can be attained  | Goal is set too high/low or is unrealistic for said purpose; not obtainable for this particular counselor at this particular school |
| **R. Results-oriented***Aligned with district and school goals* | Student centered and aligned with overall school/district goals and objectives | Gives some indication of school mission but lacks clear end result | Are not connected to school or district goals; serve no purpose to the overall school mission |
| **T. Timed***A specific date has been set by which to achieve the**Goal. By when should this be accomplished? Are there periodic checkpoints (benchmarks, deadlines, or other dates to* *consider)?* | Dates create a finite amount of time for the goal to be obtained; Increments are exact  | The goal has a span of time which may imply some periodic checkpoints; but more clarity would be useful | No specific time or time is mentioned vaguely  |