**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 Statement We 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* |

**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 |