

EBITE RESOURCE GUIDE SMART GOALS

Purpose

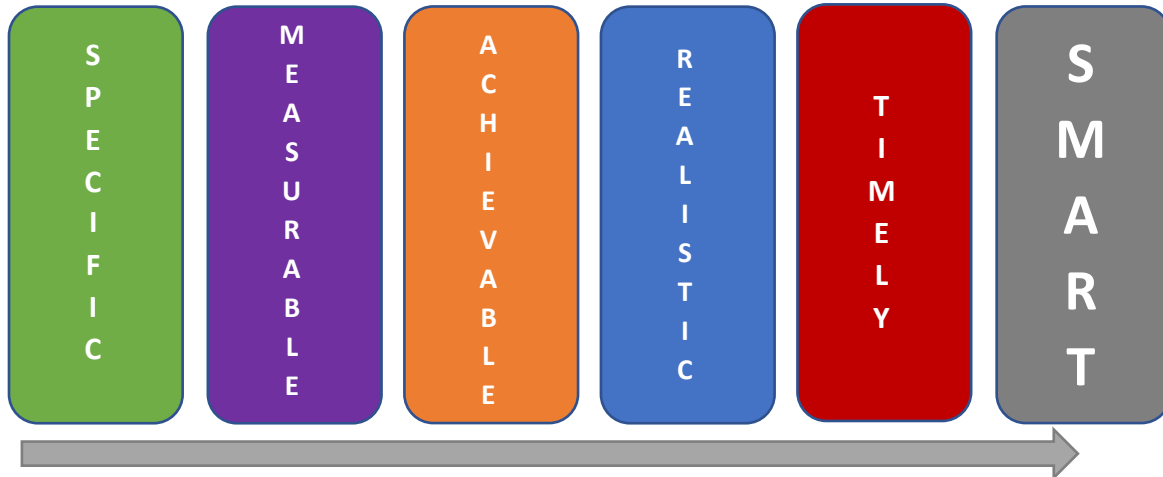
This guide will help you understand what an intervention SMART goal is and how to write one. Working through the SMART goal steps helps you create intervention goals that are Specific, Measurable, Achievable, Realistic, and Timely. SMART goals are a tool that helps keep you focused on your intervention progress and desired outcomes throughout the implementation of an intervention. SMART goals can also guide the generation of a plan to carry out the steps of the intervention with the SMART goal. The Action Plan keeps you on track with implementation of the intervention and progress toward your desired outcome. Action Plans are discussed in a separate EBITE Resource Guide.

How to Use this Guide

The guide includes a [template](#) that can be used by your school team. The SMART goal template (shown in [Appendix A](#)) walks you through the process of transforming an initial goal into a SMART goal. This template can be copied into other documents and used for your own intervention planning. We've provided an example using this template in [Appendix B](#).

What is a SMART Goal?

A SMART goal is a single sentence that clearly articulates the desired outcome of an intervention, including *what* academic, behavioral, disciplinary, or social-emotional outcome you want to change and *how much* change you want the intervention to achieve. SMART Goals should correspond to the outcomes and impact statements of your logic model.



Elements of a SMART Goal

The SMART Goal template in Appendix A can be used to create your own SMART goal. Answering the questions in the template ensures that your final goal statement has all the qualities necessary to effectively guide your intervention. You start with an initial goal statement at the top of the template, then work your way down through the boxes with guidance for making that goal Specific, Measurable, Achievable, Realistic, and Timely. In the box of the template, you state your improved goal, which is now SMART! Examples of SMART Goals are presented in Appendix B.

Appendix A: EBITE SMART GOAL TEMPLATE ([click here to download](#))

INITIAL GOAL	Write your initial goal here. It should be based on your review of data.
S Specific	Is your goal specific? Who is targeted and what outcome do you want to change?
M Measurable	Is your goal measurable? What data or information will you use to measure change? How much change do you want to achieve?
A Achievable	Can you reach the goal? What personnel time, skills, finances, or other resources do you have available? Are there other resources you need?
R Realistic	Is your goal realistic? Based on past experience, how much change may be possible given the nature of the issue to be addressed and the resources available?
T Timely	What is your timeline for the intervention and your change goals?
	Start Date: _____ Finish Date: _____
SMART GOAL	Transform your initial goal into a SMART Goal based on your answers to the questions above.

APPENDIX B: EXAMPLE OF A SMART GOAL

EXAMPLE SMART GOAL 1

Scenario: The principal of Liberty Heights Middle School used data from students about school safety and bullying behavior that was happening in certain parts of the building. She set a goal of improving school safety. She used the SMART Goal template to operationalize the school safety goal.

INITIAL GOAL	Write your initial goal here. It should be based on your review of data.
	Because of low scores on the SSP 2020 school safety measure and student reports of being bullied in certain parts of the building, our goal is to reduce the incidents of bullying behavior in the school.
S Specific	Is your goal specific? Who is targeted and what outcome do you want to change?
	We will target spaces in the school where bullying and threatening behavior is most likely to happen.
M Measurable	Is your goal measurable? What data or information will you use to measure change? How much change do you want to achieve?
	We will measure change with SSP post-test scores on school safety measure and student reports of being bullied. We seek a change of 35 percentage points on the SSP 2020 measure and a 50% reduction of reports of bullying.
A Achievable	Can you reach the goal? What personnel time, skills, finances, or other resources do you have available? Are there other resources you need?
	We have school staff who can be assigned to monitor unsafe spaces. The intervention we will use is described in a \$40 book, which is affordable.
R Realistic	Is your goal realistic? Based on past experience, how much change may be possible given the nature of the issue to be addressed and the resources available?
	By targeting just the most unsafe spaces, we can reduce the personnel hours needed to increase school safety. We know from past experience that bullying is much less likely to happen when adults are monitoring students, so we think the goal is realistic.
T Timely	What is your timeline for the intervention and your change goals?
	Start Date: <u>February 10, 2023</u> Finish Date: <u>May 15, 2023</u>
SMART GOAL	Transform your initial goal into a SMART Goal based on your answers to the questions above.
	Our goal is to decrease incidents of bullying behavior at the school between February 10 and June 10, 2023, as measured by a 35-percentage point increase in SSP 2020 school safety scores and a 50% decrease in student reports of being bullied.

Additional Resources

SMART Goal Guides with Examples

- [Writing SMART goals in Education, EDGEucating.com \(2021\)](#)
- [Setting Useful Goals, Minnesota Department of Education \(2018\)](#)
- [SMART Goals, A How to Guide: University of California \(2017\)](#)
- [SMART Goals, Mind Tools.com \(n.d.\)](#)
- [SMART GOALS Template \(also available in Appendix A\)](#)

SMART Goal Resources for Teachers

- [Setting SMART Teaching Goals for Next School Year, Waterford.org \(2020\)](#)
- [17 SMART Goal Examples for Teachers, Develop Good Habits \(2023\)](#)
- [50 Excellent Teacher Smart Goal Examples, Elementary Assessments \(n.d.\)](#)
- [Set SMART Goals, Creative Educator \(2016\)](#)

Short Videos on SMART Goals

- [Starting A Plan, SMART Goals, Ohio Department of Education \(4:26min\)](#)
- [Video Explaining SMART Goals, DecisionSkills.com \(3:57min\)](#)
- [What Does SMART Goals stand for in Health and Education, Study.com \(5:15min\)](#)