

Figure 3.8: Success Tool—SMART+IE Goal Worksheet

Instructions: Use this worksheet to develop and refine collective and individual goals. Guide your team members as they discuss their responses to the questions for each section. Use the outputs of the discussion to refine the team's collective big rock and individual big rocks.

Specific

1. What, in specific terms, do we want to accomplish?

2. Why is it important?

Measurable

1. What criteria will we use to track and measure progress and determine when the goal is achieved?

2. What metrics will we use?

3. How will we capture those metrics?

REPRODUCIBLE

Attainable	1. Is the goal realistic and achievable given the available time, resources, and other constraints? 2. What can we do to increase the probability of it being achievable?
Relevant	1. Is the goal aligned with the school's mission? 2. Is it seen as a priority? 3. Is there support for the overall improvement plan?

Equitable

1. Will students who are impacted feel supported, valued, and included in the work of this goal?
2. What can we do to purposefully support and value students and stakeholders?