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.

Collective big rock and	a maividual big rocks.
Specific	 What, in specific terms, do we want to accomplish? Why is it important?
Measurable	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	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?

REPRODUCIBLE

Time Bound	1. What is the specific period or deadline for achieving the goal?
	2. Are there milestones we can use to show and celebrate progress?
Inclusive	
Inclusive	 Are the students who will be impacted included in the work of accomplishing the goal? Have we engaged those who can contribute to achieving the goal?

REPRODUCIBLE

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