

**Figure 5.4: Tool for Developing SMARTIE Goals for SEL**

<b>Goal Statement:</b> Institute a trauma-informed social-emotional learning (SEL) program that is culturally responsive to meet the immediate and longer-term needs of refugee and displaced children in the district.	
<b>STRATEGIC AND SPECIFIC</b> What will change during Year 1, where, and for whom?	
<b>MEASURABLE</b> What outcome measures or data sources should we use to measure success? What is a reasonable magnitude of the change that we should strive for?	
<b>ATTAINABLE</b> Given our current status and rate of progress toward what we want to accomplish during phase 1, what can we expect to achieve that is both ambitious and feasible?	
<b>RESULTS ORIENTED</b> Is this change clearly moving us closer to our shared vision for SEL and our school's overall strategic goals? How will we ensure this alignment is clear for our stakeholders?	
<b>TIME BOUND</b> What is the time frame for this accomplishment, and when will there be checkpoints along the way?	
<b>INCLUSIVE</b> As we later plan a series of action steps to accomplish this goal, how will we bring in traditionally excluded or marginalized groups to make decisions and contribute in a way that shares power?	
<b>EQUITABLE</b> Is this change clearly moving us toward greater equity in our school? In what ways will this address issues of injustice or oppression?	

Source: Adapted from CASEL, 2020.