

Figure 5.4: Tool for Developing SMARTIE Goals for SEL

<p>Goal Statement: 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.</p>	
<p>STRATEGIC AND SPECIFIC What will change during Year 1, where, and for whom?</p>	
<p>MEASURABLE 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?</p>	
<p>ATTAINABLE 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?</p>	
<p>RESULTS ORIENTED 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?</p>	
<p>TIME BOUND What is the time frame for this accomplishment, and when will there be checkpoints along the way?</p>	
<p>INCLUSIVE 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?</p>	
<p>EQUITABLE Is this change clearly moving us toward greater equity in our school? In what ways will this address issues of injustice or oppression?</p>	

Source: Adapted from CASEL, 2020.