



Setting a SMART(ER) Goal

A **SMART(ER) goal** is an expanded version of a traditional SMART goal. It adds two additional components that help with reflection and long-term improvement. SMART(ER) goals help teachers set clear, realistic targets *and* build in ongoing reflection and adjustment, making improvement more sustainable and effective. Here's what each letter stands for:

S – Specific. The goal is clear, detailed, and focused.

M – Measurable. You can track progress and determine when the goal has been achieved.

A – Achievable. The goal is realistic and attainable with available time and resources.

R – Relevant. The goal connects to meaningful priorities.

T – Time-Bound. The goal includes a deadline or time frame for completion.

E – Evaluate. You regularly reflect on your progress toward the goal.

R – Revise. You adjust the goal or your strategies as needed.

Instructions:

1. Start with your problem statement and identify the specific classroom issue you want to address.
Example: "Students feel comfortable asking for help with schoolwork but not with personal concerns."
2. Move through each goal component below, using the Tips column to guide your thinking as you build each part of your SMART(ER) goal.
3. When you've completed each component write it down in the SMART(ER) Goal section.

Example:

- **Specific:** Increase students' comfort in approaching me with personal concerns, not just academic questions.
- **Measurable:** By the end of the semester, increase the percentage of students who report feeling comfortable coming to me with a personal problem by at least 20% on classroom check-ins or surveys.
- **Achievable:** I will build stronger individual relationships through intentional check-ins, community-building activities, and consistent supportive responses.
- **Relevant:** Improving students' trust and sense of emotional safety will support overall well-being, engagement, and a positive classroom climate.
- **Time-Bound:** This goal will be implemented from now through the end of the semester (approximately 10–12 weeks).
- **Evaluate:** I will monitor progress through monthly student check-ins, reflections, or quick surveys about their comfort levels.
- **Revise:** Based on student feedback and data, I will adjust my strategies—such as adding more check-ins, adjusting routines, or seeking additional support—if the goal is not on track.

SMARTER Goal (one-sentence version): By the end of the semester, I will increase students' comfort in coming to me with personal concerns by at least 20% by using regular check-ins, community-building activities, and relationship-building strategies, and I will evaluate and adjust my approach based on student feedback throughout the process.

Problem Statement:

SMART(ER) Goal:

Goal Component	Tips	Component Details
<p>Specific</p>	<p>Describe what you want to improve or change in the classroom.</p> <ul style="list-style-type: none"> • Focus on one area • Use clear, concrete language 	
<p>Measurable</p>	<p>Decide how you will know whether the goal is being met.</p> <ul style="list-style-type: none"> • What evidence or data will you use? • How will you track progress over time? 	
<p>Achievable</p>	<p>Set a goal that is realistic for your classroom.</p> <ul style="list-style-type: none"> • Consider your time, resources, and student needs • Avoid goals that are too broad or too big for one cycle 	

<p>Relevant</p>	<p>Connect the goal to what matters for your students.</p> <ul style="list-style-type: none"> • Will it help improve student well-being, engagement, or learning? • Does it align with your classroom priorities? 	
<p>Time-bound</p>	<p>Choose a reasonable timeline.</p> <ul style="list-style-type: none"> • A marking period, 6–8 weeks, or a semester are common for classroom goals • Include a start date and target completion date 	
<p>Evaluate</p>	<p>Plan when and how you will check your progress.</p> <ul style="list-style-type: none"> • Weekly check-ins • Midpoint reflection • Reviewing student feedback or classroom data 	
<p>Revise (as needed)</p>	<p>Be prepared to adjust the goal or your strategies.</p> <ul style="list-style-type: none"> • What’s working? • What needs to change? • What support or resources might help? 	