

Examples of SMART District Goals

Student Performance Goals

Anatomy of a SMART Goal

	Specific	Measurable	Attainable and Achievable	Realistic and Relevant	Timely
By 2011, all students in grades K-12 will improve performance on the OAT/ OGT and local assessments by ____ % each year in reading.	Reading	X % of all students in grades K-12 OAT/OGT	Improve performance	% determined by baseline performance	By 2011
By 2011, all students will increase their mathematics and numeracy achievement on the OAT, OGT and local assessments by at least 5% each year; and reduce the achievement gap in each subgroup by at least 10% each year.	Mathematics and Numeracy	5%. 10% OAT/OGT	Increase achievement	All students increase by at least 5%; reduce achievement gap in subgroups by 10% annually	By 2011, each year

Expectations and Conditions Goals

Anatomy of a SMART Goal

	Specific	Measurable	Attainable and Achievable	Realistic and Relevant	Timely
By the end of the 2010-2011 school year, suspensions/office referrals reported for all students in the 4 th , 6 th and 9 th grades and SWD (Students with disabilities) in all grades will be reduced by 50% from 2006-2007 EMIS data.	Suspensions/office referrals	All students in grades 4, 6, 9 and SWD EMIS	Reduce referrals	50% reduction in suspension/office referrals over a 5 year period (2006-07 to 2010-2011)	By the end of the 2010-2011 school year
By 2011, the district will provide a working and learning environment that allows each employee to demonstrate leadership and contribute to increasing student learning as measured by 25% increased satisfaction and changes in leadership practice (OLAC Rubric).	Changes in the working and learning environment	Increases in satisfaction and improvement on OLAC rubric scores	Improved working conditions, leadership opportunities and hiring and assignment policies	25% increase in employee satisfaction and changes in leadership practices, policies and procedures	By 2011