

SMART GOALS

SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed.

A SMART goal is:

Specific (and strategic): Topic (goal) that you wish to accomplish... Answers the question—Who? and What?

Measurable: The steps that are needed to meet that goal can be measured. Answers the question—How?

Attainable: Goals are down-to-earth and can be completed in a precise amount of time and are sensible.

Relevant (results oriented): The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Time framed: Goals have a clearly defined time-frame including a target or deadline date.

Examples:

Not a SMART goal:

- Students Leadership Services Inc. will improve their state wide chapters.

Does not identify a measurement or time frame, nor identify why the improvement is needed or how it will be used.

SMART goal:

The Student Leadership Services Inc. has identified a goal to establish student-led, adult-supported chapters across the state of Michigan that develop, select, and implement innovative and evidence-based prevention programs to ensure youth have opportunities to lead and contribute to a positive school and community climate that helps youth remain safe, healthy, and alcohol and drug free in the next thirty years.

SMART Goal Planning Form

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achieve – REASONABLE?

Relevant – EXPECTED RESULT?

By

Timed – WHEN?
