

SMARTIE Goal Setting Worksheet

Our approach to goal setting is adapted from resources created by [The Management Center](#) and [CASEL's Guide to Schoolwide SEL](#). We believe schools and districts are most successful when they set 1-3 SMARTIE Goals at a time. A SMARTIE goal is:

S

STRATEGIC



M

MEASURABLE



A

AMBITIOUS



R

REALISTIC



T

TIME-BOUND



I

INCLUSIVE



E

EQUITABLE



STRATEGIC

Reflects an important dimension of what your school or district seeks to accomplish (programmatic or capacity-building priorities)

MEASURABLE

Includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities)

AMBITIOUS

Challenging enough that achievement would mean significant progress; a “stretch” for the organization

REALISTIC

Not so challenging as to indicate lack of thought about resources or execution; possible to track and worth the time and energy to do so

TIME-BOUND

Includes a clear deadline

INCLUSIVE

Brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power

EQUITABLE

Includes an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression

SMARTIE Goal Setting Worksheet

Practice Designing SMARTIE Goals for your Action Plan.
Use this template to plan and get aligned with your team on your goals.



T TIME-BOUND

Between

start date

—

end date



S & A STRATEGIC & AMBITIOUS

We will achieve this outcome:



M MEASURABLE

We will know we have succeeded if:



R REALISTIC

The main activities or tactics we'll use to reach the outcome include:

1

by date

2

by date

3

by date



E & I EQUITABLE & INCLUSIVE

Identify any unintentional, disparate impact along lines of race, gender, class, ability, access, or power:

We will change the goal to either mitigate that disparate impact or to make Equity and Inclusion an intentional feature by: