SMART Goals for Pathway Improvement Plans

S Specific — You goal should be as specific as possible and answer the questions: **What** is your goal? **How** often or how much? **Where** will it take place?

M Measurable — **How** will you measure your goal? Measurement will give you **specific feedback** and hold you accountable.

A Attainable — Goals should push you, but it is important that they are **achievable**. Are your goals attainable?

R Realistic — Is your **goal and timeframe realistic** for the goal you have established?

T Timely — Do you have a **timeframe** listed in your SMART goal? This helps you be **accountable** and helps in **motivation**.
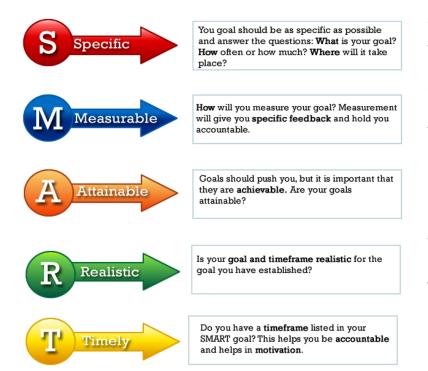
When creating a 3 year Improvement Plan for your pathway, it is recommended to use the Pathway Assessment Rubric with your advisory committee to identify areas of success and improvement. This document will help the team to look at key parts and actions within the pathway, while also identifying what resources and support are needed. By completing the review of the pathway as a group, needs and improvement areas can be selected and SMART goals developed for the 3 year Improvement Plan and the KSDE Pathways application.

The Pathway Assessment Rubric can be downloaded from the KSDE website and duplicated for district and teacher use as a resource tool.

http://www.ksde.org/Portals/0/CSAS/CSAS%20Home/CTE%20Home/Events/Pathway%20Assessment%20Rubric12-12-14.pdf

Specific:

- Identify exactly what the problem is, equipment needed, actions that will take place, how it will benefit students, what part partners will play, ongoing costs, teacher time, professional development needed, physical space that will be required, consumables needed, certifications/credentials for students and teacher, number of participants, other teachers that will be involved, business involvement, and/or CTSO involvement.

Measurable:

- List number of students involved, percentage completed or grade achieved to be successful, number of activities, groups to be involved, project finished by deadline, number of tools, proposed increase in number, graduation rates, CTSO members, number of businesses involved and/or dissemination to other teachers.

Attainable:

- What is the time frame needed to achieve the goal, who will need to be involved, will it work with the current budget, what fund raising will need to occur, can items and time be donated, are students able to do the work, is their adequate space, what continuing resources are needed, and/or what happens if key people leave.

Realistic:

- Can this be done in a semester, year, or longer timeframe, will others buy into your idea, is the cost reasonable, will the outcomes be of value to a group of people, will it be sustainable, can others be involved in the activity, does this benefit business and industry, is there a relation to post-secondary and careers, and/or support available from your district.

Timely:

- How long will it take, when will it be needed, what are the deadlines, how long until results, is this a good time, what will hold up the process, who need to approve it before moving on, is there a cycle or season to be aware of, how much time do partners have to participate, installation, and/or when will updates/upgrades be needed.