

SMART Goal Grading Rubric

Criteria	Proficient (20-25)	Developing (15-19)
Goal meets the criteria to be “specific”	Uses specific detailed language to describe what you will learn, gain, and/or accomplish.	Language is not completely specific or clear; readers cannot determine exactly what the goal is.
Goal meets the criteria to be “measurable”	Uses quantitative and qualitative language to determine how your goal will be measured or assessed. Measurement includes assessment from outside of your own thinking.	Measurement contains only subjective elements or is missing.
Goal meets the criteria to be “attainable”	Is both reasonable and strives for excellence. Is possible to accomplish in 8 - 10 weeks. Describes the steps you will take and resources you will use.	Goal attainment is not reasonable given the time frame, resources, or other factors.
Goal meets the criteria to be “relevant”	Goal is relevant to human services competencies. The related competency (ies) is clearly identified. Relevancy to your goals for professional growth is described.	Goal is not clearly related to human services competencies or to personal goals.
Goal meets the criteria to be “time-bound”	Dates for goal completion and assessment completion are clearly identified to take place during the term (prior to the Friday of Week Ten.)	Dates for completion and assessment are not identified.
Completion	Goal is completed and assessed during the term.	Not completed.

Inclusion	Discussion and assessment of goal is included in professional identity reflection.	Not included in a meaningful way.
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