

SMARTE Goal

Staff Name:	Supervisor Name:
The indicator(s) I am going to work on is/are:	

Meeting minimum DELC qualifications for the position is a primary goal. Once achieved you may move on to identifying other key areas on self-assessment.

S Specific	What will be accomplished? What actions will you take?
M Measurable	Can your goal be observed or assessed to determine if the goal has been successfully met? How can you measure progress?
A Attainable	Do you have the skills and/or resources to achieve the goal? What support do you need from the program?

R Realistic	Is it reasonable that you can meet your goal?	
T Time-Bound	What is the timeline by which your goal will be accomplished?	
E Equitable	Is your goal flexible to promote equity and ensure programs get the support they need to thrive each day? Are there any potential challenges around equity that need to be addressed within this goal?	
Start Date:		Review Date:
Supervisor Signature:		Supervisor Name:
Staff Signature:		Staff Name: