SMART Goal Setting for LIFT Implementation

This worksheet serves as a culminating activity for integrating and implementing your learning in the LIFT Framework. You will create a SMART goal with a focus on either **student instruction** and/or **professional development of educators**. You should review this with your learning partner for feedback and when it is complete. Options for your SMART goal:

1. Design a student learning activity or unit which includes partnership with one or more educators
2. Design a professional learning activity or coaching experience to support or train other educators

Brainstorming

To help you identify some possible ideas, consider the following

- your Golden Circle and your guiding why
- key ideas and topics from
    - Module 2 - instructional coaching and partnership
    - Module 3 - learner variability, culturally responsive teaching and universal design for learning
    - Module 4 - innovative digital learning and teaching

Other questions to consider:

- what instructional or professional development priorities exist in your school or district?
- what keeps your principal or district leaders up at night?
- are there new initiatives or priorities for your school or district that need attention?

1 - Draft your SMART Goal components

Detailed explanation of SMART goal - https://www.mindtools.com/pages/article/smart-goals.htm

Before you try to create a final SMART goal, identify key ideas or details connected to the following SMART components

Specific -

Measurable -

Attainable -

Relevant -

Time-Based -

2 - Craft your working SMART Goal

Now take a stab at crafting a complete statement that includes the elements you've identified above. Don't forget to include all the SMART components.

3 - Identify your enabling conditions (CREATE)

Now that you've crafted a working SMART Goal, think about the necessary enabling conditions which will help ensure that your goal and outcomes are met. For each of the categories below, identify details for the following areas

Collaborators - Who are necessary friends and partners in the work? This may include both existing and potential (or necessary) leaders, thought-partners, or allies.

Existing Collaborators	Potential Collaborators

Resources - What are the necessary inputs to get to your desired output? What assets already exist that can be brought to bear and what are additional needs which the goal will require?

Existing Resources	Additional Resources

Expertise - What knowledge, experience, or skills are needed to implement your goals? What research or human capital is necessary?

Who has expertise that will help me meet my goal?

What are some informational resources (articles, videos, guides, etc.) which can help me meet my goal?

Attitude - What are the current beliefs, mindsets and mental models which exist to support or resist this goal? What is necessary to build shared understanding, consensus, and identity in the work?

Time - While a SMART goal defines a deadline, it does not include an assessment of how much time will be needed to achieve the goal. It also doesn't include building a timeline for the goal to be operationalized. Clarifying these variables as part of the SMART process are essential.

Carefully think through how much time it will take to plan, provision, implement, and evaluate your plan. Think both horizontally (your timeline) and vertically (the work specific to a specific phase). This doesn't have to be perfect at this point. If you want to create a more detailed project timeline or GANTT chart in the future, you can do so later.

Plan	Provision	Implement	Evaluate
When to when? Date - date			
My time Others time			

Everything Else - What other enabling conditions are necessary for the SMART goal to be achieved? Space? Permission? Engagement with external stakeholders? Communications and marketing?