**Setting S.M.A.R.T. Goals Using the Danielson Framework**

**Specific** - A specific goal has a much greater chance of being accomplished than a general goal. Use the language of the Framework to word your goal.

**Measurable** - Establish concrete criteria for measuring progress toward the attainment of the goal you set. When you measure progress, you stay focused on the essence of the domain and reach your targets for professional growth.

**Attainable** - When you identify goals that are most important to your professional growth, you refine the attitudes, abilities, skills, and capacity necessary to accomplish other important tasks in teaching, too. You begin seeing previously overlooked opportunities that bring you closer to framing your thinking about teaching within the domains of professional practice.

**Realistic and Results Driven**- To be realistic, a goal must represent an objective toward which you are both *willing* and *able* to work that fulfills a need. A results-driven goal will most likely have a direct impact on student learning.

**Time bound** - When your goal is plotted out within a time frame, you have a better chance of making it specific and measurable and thus attainable.

**Examples of S.M.A.R.T. Goals Using the Danielson Framework**

* To increase my students’ ability to respond to interpretive questions in reading class during the second grading quarter by providing weekly constructive feedback that shapes their future responses. (Domain 3, component D)
* To decrease the number disrespectful comments in my class during transition times. (Domain 2, component A)
* To pretest students in each EDM program as a means of determining strategies for differentiation. (Domain 1, component A)

**Strategic Vision Pillars for Goal Setting and Action Planning**

**I.** Student Growth and High Academic Achievement

**II.** Human Resource Management

**III.** Operations and Financial Management

**IV.** Community and Community Relations

**V.** Organizational Leadership

**Danielson Domains**

**Domain One** ~ Planning and Preparation

**Domain Two** ~ The Classroom Environment

**Domain Three** ~ Instruction

**Domain Four** ~ Professional Responsibilities

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