

### **S.M.A.R.T. Goal Ideas for Teachers**

*Teachers' goals should reflect what they are doing; not what the students are doing. Teachers can only control what they are doing and should therefore make goals that reflect their actions.*

- 1) I will have a 5-minute warmup every day when we begin class between now and end of the school year. I will monitor by using a timer to make sure I do not go over the 5 minutes.
- 2) I will check 1 to 4 problems/questions I assign for homework at least twice each week between now and end of the school year. This will allow me to check how well the students are learning and understanding the material.
- 3) Between now and end of the school year, I will spend at least 20 minutes of each class time for guided practice while I circulate the room and check the work or answer questions. I will do this every day except when something unique is happening, like an exam. I will monitor this by using a timer.
- 4) I will grade all exams and essays to hand back to students within 3 days of them turning them in. This way, students will have a chance to reflect upon their work and learn from mistakes. I will monitor this by counting the number of days it takes me to grade and hand back work between now and end of the school year.
- 5) I will survey my students 4 times each year between now and end of the school year to see if I am effective in delivering my lessons, with questions like, "How many times have you felt uninspired/unengaged in my class the past week?" I will monitor by looking back at the end of the school year to see if I did do all 4 surveys.
- 6) Upon arriving to work each day, I will make sure I check the board to update my daily homework, standard being taught, and essential questions. I will do this between now and end of the school year. I will monitor by reflecting once each week to see if I did do the updates as I planned.
- 7) I will return all calls to parents within 24 hours of receiving them between now and end of the school year. I will monitor by reflecting once each week to see if I did do the updates as I planned.

- 8) I will take 1 hour every 2 weeks to put up student work on my walls between now and end of the school year. By doing so, I will show my students I value their work and commitment to learning. I will monitor by reflecting once every month to make sure I did do the 2 wall updates I promised myself I would do.
- 9) I will attend at least 1 conference or symposium for the entire year to see what I can learn to improve my skills in teaching and being more efficient as a teacher. By the end of the year if I reflect and discover I attended more than 1 conference or symposium, I will be pleased.
- 10) I will attend at least 4 school activities between now and end of the school year to show students I am involved, and I care about their overall progress in school. At the end of the school year, I will reflect back to make sure I did attend at least 4 events.
- 11) I will be available for one-on-one tutoring for my students during 2 lunch periods each week, or 2 after school 30-minute sessions each week between now and end of the school year. I will monitor my progress at the end of each month to make sure I did do the 2 weekly sessions I planned to do each week.
- 12) I will use at least 1 AVID strategy for my class every single class period between now and end of the school year. I will monitor my lessons at the end of each week to make sure the strategy was used.
- 13) I will take a common mistake made by students the day before on either guided practice work on homework to use it as a warmup the next day 3 times each week between now and end of the school year. Doing so will help me reteach. I will monitor at the end of each week to make sure I did incorporate common mistakes that week into my lessons at least 3 times.
- 14) I will make sure I have students write at least 1 complete paragraph each week (5 or more sentences) explaining something they are learning in class (in a non-language class, and non-PE class). I will do this between now and end of the school year to encourage writing and explaining in a step-by-step process. I will monitor once each week to make sure I did have a writing assignment during that week.

- 15) I will keep the room organized by making sure I have my desk, cabinets, and student areas clear of clutter every Friday, after school, for 20 to 30 minutes. An organized classroom helps avoid behavior issues and teaches students to respect their physical environment. I will monitor once each month to make sure I am organizing and decluttering on a weekly basis.
- 16) I will not check emails or texts during instructional time so I can be fully focused on what the students are doing to help raise engagement. I will monitor my progress at the end of each day.
- 17) I will make sure I have at least 1 opportunity each day for students to learn and interact with partners/teams. I will reflect at the end of each week to make sure I did incorporate partner work or teamwork into every daily lesson except on exam days.
- 18) Between now and end of the semester, I will attempt to contact every parent of students in my class to establish rapport. I will monitor at the end of each month to make sure I am on track. I will try 2 forms of communication if one method is not enough.
- 19) Between now and end of the school year, I will make sure each week there is some type of technology-use in my lessons to enhance the students' tech skills. I will monitor by looking back at my lessons each week to see if there was some technology integration in at least 1 of the lessons.
- 20) I will give an assessment at the beginning of the semester, then at the end of the semester to track the students' progress to get 100% improvement from the first assessment to the last assessment. I will check back at the end of the semester to make sure I did, in fact, administer the assessments.