

Defining *SMART* Objectives

S

Specific

What exactly are we going to do, with or for whom?

- The objective is concrete, detailed, focused and well defined.
- The outcome is stated in numbers, percentages, or frequency.
- The objective communicates what you would like to see students learn.

M

Measurable

Is it measurable and can we measure it?

- The objective can be observed and assessed.
- The measurement source is identified.
- All activities should be measurable at some level.

A

Achievable

With a reasonable amount of effort and application can the objective be achieved?

- The objective or expectation of what **will** be accomplished must be realistic given
 - The time period,
 - Resources allocated, etc.

R

Realistic

Can you realistically achieve the objectives with the resources you have?

- Objectives should be realistic but that does not mean easy.
- Your objective is probably realistic if you believe it can be accomplished.

T

Timely

When will this objective be accomplished?

- State clearly when the objective will be achieved.
- Deadlines create the all-important sense of urgency.

Civil Service Smart Objectives

Gabriel Roth



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