

S M A R T Goal Setting and Action Plan— Example 1

1. Needs Identification: What challenge do you want to address or success do you want to maintain?

French Immersion students in our school are not graduating with a Provincial French Immersion Diploma because we do not offer the minimum 14 credits required in French.

2. Creating a S M A R T Goal			
	Criteria	Description	Goal Setting
What	S pecific	Exactly what do you want to accomplish to ensure student success? Specify the area for improvement.	<i>Increase the number of High School credits offered in French</i>
	M easurable	How much or how many? Quantify what you wish to accomplish. Give a concrete criterion for measuring progress toward the attainment of the goal.	<i>A minimum of 14 credits</i>
	A ction oriented/ Achievable	What will you get done? Describe a result.	<i>Offer a minimum of 14 credits in French from Grades 9 to 12</i>
	R elevant & Realistic	Is the goal relevant to student success? Is the goal realistic? Goals are usually a challenge to achieve; therefore: <ul style="list-style-type: none"> Is the goal realistic given the context of French Immersion in your school? Choose a goal that matters enough to drive the team forward and which will not get overtaken by other activities. 	Determined by <i>the number of credits in French required to obtain the Provincial French Immersion Diploma.</i> The current decision needs to take into account <i>the number of credits offered in French in our school (12 credits) and the timeframe allotted to achieve the increase of credits.</i>
When	T ime based	By when? A time-bound goal keeps it alive and creates a sense of urgency. A commitment to a deadline helps a team focus their efforts on completion of the goal.	<i>By the 2017-2018 school year</i>
3. Write S M A R T Goal targeting student results: <i>Increase the number of High School French Immersion credits offered in French to a minimum of 14 credits by the 2017-2018 school year</i>			

SMART Goal Setting and Action Plan – Example 1 *(continued)*

4. Creating an Action Plan

The following chart presents possible actions to achieve the proposed goal and methods to track progress.

SMART GOAL	ACTIONS	TRACKING PROGRESS
<ul style="list-style-type: none">• Increase the number of High School French Immersion credits offered in French to a minimum of 14 credits by the 2017-2018 school year	<ul style="list-style-type: none">• Survey High School students as to courses that would meet their needs• Examine the possibility of collaborating with other schools to offer additional FI courses (online, video conferencing, other)• Examine the possibility of School Initiated Courses (SICs) and Student Initiated Projects (SIPs)• Study time-table options• Promote the benefits of the Provincial French Immersion Diploma	<ul style="list-style-type: none">• A minimum of 14 credits are offered in our school• By 2017-2018, the first group of FI students receives their Provincial French Immersion Diploma