#### **SMART Goals**

Examples of SMART goals are provided below. We suggest that every educator include at least one broad SMART goal on their IPDP similar to the one below.

RECOMMENDED SMART GOAL				
State the Action you will take	Describe an Area of Focus for the Learning	Include the Rationale	Add the Activities	Predict a Completion Date (Optional)
I will continue to learn about	current legislation, and best practices in special education	In order to provide quality education and be compliant with state and federal regulations	by participating in professional development in-services, webinars, and professional reading.	Ongoing

SMART goals should follow the general structure illustrated below.

I WILL (State the Action)	SAMPLE AREAS OF FOCUS (Ohio Standards for the Teaching Profession)	RATIONALE (Ohio Standards for Professional Development)	
Acquire information on Analyze Become familiar with Become knowledgeable about Become proficient in Oevelop/design Enhance my understanding of Gain skills in Implement Incorporate Investigate Learn about Learn how to Mentor Participate in Research Study	How students learn and develop     Identification, instruction and intervention for special populations     Specific academic content     Instructional strategies     Interdisciplinary content     Connection of content to life experiences and career opportunities     Diagnostic, formative and summative assessments     Analysis of data to monitor student progress and to plan, differentiate, and modify instruction     Instructional design and delivery     Resources to support learner needs     Safe learning environment     Strategies to motivate students to work productively and assume responsibility for learning     Strategies to share responsibility with parents/caregivers to support student learning     Collaboration with other educators on projects to promote student success     Collaboration with community agencies to promote student success     Positive impact on profession (e.g. mentoring another teacher)	Increased educator effectiveness improved results for students Professional learning needs Student Learning Needs Improved content knowledge Develop leadership capacity Improved academic decisions Advocate for students Improved classroom environment Promote collaboration with other educators Better use of educational resources Improved capacity to analyze and interpret data to promote student success Improved capacity to assess student progress Promote professional growth	

# **Example Professional Development Growth Plan Etpes**

**RM Cervero** 

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