

Writing SMART Goals

(For a Teacher's Professional Development Plan – PDP)



The purpose of writing a SMART Goal for your Professional Development Plan (PDP) is to make it specific to an area of growth on which you want to focus.

Your goal should be based on several data points: your self-reflection, your administrator's feedback on the first walkthrough, and formative assessments that you have given to your students at the start of the year. These three sources provide you with several different data points from which to target an area of professional development that will be rewarding to you and impact student outcomes.

This is your PDP and you are in charge of developing something that motivates you to improve your instruction. The sky is the limit, however, the SMART acronym guides you through the process because we want all teachers to be able to achieve their goal by creating milestones to celebrate, it is both relevant to you and your students and you can achieve at least a majority of it during the academic year. Although some teachers may design a goal that spans over several years, for the purpose of the PDP, you will need to have evidence of your progress to share at the End of Year (EOY) PDP Reflection.