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| WSBA SMART GOALS |
| SMART GOALS are an effective framework for the creation of goals for an individual or team. SMART Goals detail the work you and your team hope to accomplish and helps to foster and communicate clear expectations of shared success.  |

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| **Goal: 1**  | What is something your entity wants to achieve next year?  |
| **S**pecific | How can you make the above goal more specific? What will be accomplished? What actions will you take? |
| **M**easurable | Is the goal something you can measure? If not, what changes could you to have something to measure? What data will measure the goal (How much? How well?) |
| **A**chievable | Is the goal doable and realistic? Do you have the necessary skills, capacity and resources? |
| **R**elevant | How does the goal align with broader goals (organizational mission & strategic goals as well as larger entity goals)? Why is the result of the goal important? |
| **T**ime-Bound | What is the time frame for accomplishing the goal? Does this goal require BOG Action? If so, when would you like BOG to take action on this goal? |