Smart Goals: How the Application of Smart Goals can Contribute to Achievement of Student Learning Outcomes

K. Blaine Lawlor

Abstract

This paper provides a discussion of SMART goals and how the utilization of a SMART goals spreadsheet within the classroom can enhance student learning outcomes. The authors conducted a comparison of Management Fundamental classes from 2010 to 2011 on a major project required for the class to determine if students can improve their performances by requiring them to utilize SMART goals early in the semester. Early results indicate that this proposal may be true. This paper first reviews the history of SMART goals and then provides an example on how teachers can utilize the tool within the classroom setting to improve student learning outcomes.
Results-oriented: All goals should be stated as a clear outcome or result—they should not focus on the process but rather the outcome of the process. “Review data from the district-mandated test” is not a result. It is a process. Examples of SMART Goals. By June, at least 85% of students will score at the proficient level or higher on statistics and probability items on the state-mandated mathematics test. By May, increase 2nd-grade CST achievement so that 80% of students are proficient or advanced in math. Examples: learning outcomes shared with students, transition time used effectively to maximize learning, implement the non-negotiables with fidelity - Monitor implementation of the non-negotiables. Setting smart goals and using the smart criteria will give a sense of direction to everyone who wants to achieve the goal and it is highly likely that it can be really completed successfully. A well-formulated goal is easy to understand for everyone. You will find an explanation of each of the letters below. Lawlor, K. B. (2012). Smart goals: How the application of smart goals can contribute to achievement of student learning outcomes. Developments in Business Simulation and Experiential Learning, 39. Rubin, R. S. (2002). Will the real SMART goals please stand up. The Industrial-Organizational Psychologist, 39(4), 26-27. How to cite this article: Mulder, P. (2018). SMART Goals. SMART goals set you in the right direction, push you to take that critical first step, and keep your goals organized so you can achieve them. Why Is It Particularly Important for Students to Set SMART Goals? This suggests that students who set goals are more motivated to learn than those who don’t, which leads to better educational outcomes. Seeing as autonomy is an integral part of today’s learning culture, there’s no better time than now for students to become pros at setting SMART goals. M: With each application completed, the student will become closer to achieving this goal. A: While ten college applications may have seemed unreasonable 15 years ago, it is not uncommon for high school seniors to apply to 20 or more colleges today. APPLICATION OF SMART GOALS WITHIN A TEAM PROJECT The authors gave the worksheet in Exhibit 2 to the students in two sections of the authors Management Fundamentals classes at the beginning of the Fall 2011 semester. The authors distributed the worksheet after the students selected their teams. Exhibit 4 - Student Learning Outcomes I Critical Thinking Identify business problems, frameworks for their solution and use appropriate problem solving techniques for business problems II Communication Communicate effectively in writing, create and deliver effective oral s, and contribute effectively to group discussions III Integrity/Values Articulate ethical issues that occur in business, evaluate alternative courses of action, and evaluate the implications of those. For example, setting smart goals may be useful when students are planning to take a specific exam to prove their English skills for university or work. Even if they don’t have a timeline in mind, make sure you help them think this way. It’ll keep them on track! Next, have students write down their SMART goals, and a plan to achieve them. Once students have taken the time to visualize the future, help them plan their goals to reach that objective. Have them write goal statements that encompass all 5 of the smart goal ideas. Be sure they can answer the question How are you going to achieve this goal? Learn how she made a 6 figure income in under two years! Grab your copy and become a blogger today! © Copyright Sapna Sehgal 2016-2020.