

# SMART Goal Tree Rubric

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Structure</b>	Goal has not been translated into a tree diagram.	Goal has been translated into a tree diagram with attempt to properly identify indicators, measures, and targets.	Goal is in tree diagram structure with indicators, measures, and targets properly identified and aligned.	Goal is in tree diagram structure with two to three indicators, appropriate formative and summative measures, and multiple progress targets defined and aligned.
<b>Using Data</b>	Goal is not based on analysis of data.	Goal, indicators, and targets are derived from an analysis of a single summative test score, and focus on one GAN for all students.	Goal, indicators, and targets are derived from an analysis of academic performance as measured by common state and local assessments. Goal focuses on one GAN. Targets are defined by zones.	Goal, indicators, and targets are derived from an analysis of multiple years of common state and local assessments. Goal focuses on one GAN. Targets are defined by zones and for subgroups when appropriate.
<b>Time Frame</b>	Goal is not time bound.	Goal includes a specific time reference for accountability.	Goal and targets include specific time references for accountability.	Goal and targets for performance zones and subgroups include specific time references for accountability and progress monitoring.
<b>Goal Setting</b>	Goal is not formulated, or only process goal is formulated.	Results goal is formulated based on data analysis. Attainability may be questionable as too low or too high.	Results goal is formulated based on data analysis of summative measures. Attainability seems reasonable and not too easy.	Results goal is formulated based on data analysis using multiple measures. Attainability is challenging but not unreasonable.
<b>Indicators</b>	Specific goal-related standards are not identified.	Goal is refined by identification of several specific standards but data have not been reviewed.	Goal is refined by several specific standards based on a review of data.	Goal is refined by identification of no more than three specific standards that have been selected based on review of multiple years of data.
<b>Measures</b>	Annual summative test scores are the sole source of data identified in the goal tree.	Both formative and summative measures are identified in the goal tree.	Both formative and summative measures are linked to specific indicators in the goal tree.	Formative and summative measures show increasing sophistication of alignment with the specific indicators.
<b>Monitoring Progress</b>	There is no evidence of monitoring.	Goal is monitored annually.	Goal, indicators and targets are monitored according to the frequency of the measures.	Goal, indicators and targets are monitored by zones according to the frequency of the measures. Academic results and progress for all students are made visible through the use of zone charts and graphs.

# Assessing Your School SMART Goal Tree

	Score	+	△
Structure			
Using Data			
Time Frame			
Goal Setting			
Indicators			
Measures			
Monitoring Progress			