# Attachment C: SMART Goal Development and Performance Measure Worksheet

As part of the conditions of the grant, each applicant must develop one performance measure in each of three categories that are required by Colorado Revised Statute 22-32-138.5 and CCR Rule. The three categories are: 1) academic, 2) attendance, and 3) social-emotional and behavioral.

For the 2022-2025 grant cycle, each grantee must create one performance measure with outcomes in each of the areas listed below for a total of three performance measures which will be tracked and evaluated each year of the three-year funding cycle: Performance measure outcomes should be written using a SMART goal format.

**Section I: Guidance on SMART Goal Development**

**A SMART goal is**:

**Specific (and strategic)**: Linked to position summary, departmental goals/mission, and/or overall goals and strategic plans.

* Questions to answer: *“Who will achieve the change (e.g., participants)?”* and *“What will your program do (e.g., activities)?”*

**Measurable:** The success toward meeting the goal can be measured.

* Question to answer: *“How will this change be measured?”*

**Attainable:** Goals are realistic and can be achieved in a specific amount of time and are reasonable.

* Question to answer: *“How much change can you realistically expect?”*

**Relevant (results oriented):** The goals are aligned with current tasks and projects and focus in on **one** defined area; include the expected result.

* Question to answer: *“What will change due to the program/activities?”*

**Time-framed:** Goals have a clearly defined timeframe including a target or deadline date.

**Worksheet I: Academic Progress Outcome**

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| **Academic Progress Outcome:** Educational Stability Grant funding may be used to improve academic outcomes for highly mobile children and youth either through direct academic interventions or facilitating connections with the education provider’s academic supports. Please choose among the following options to generate a performance measure written in SMART goal format to address academic progress.   1. For each of the three years of the grant, [**insert percentage**] of [choose one: **students receiving tutoring services**, OR **students receiving wholistic wraparound support services** OR **young children receiving services** OR **students in transition years receiving services** OR **students transitioning between schools receiving transition support** **services**] through the ESG grant will increase their academic performance as measured by [choose one: **grade level promotion** OR **increased earned credits** **compared with the prior year**].   *Example*: *For each of the three years of the grant,* ***90%*** *of* ***students receiving wholistic wraparound support services*** *through the ESG grant will increase their academic performance as measured by* ***grade level promotion****.*  *[This means that 90% of students receiving wholistic wraparound support services will be promoted to the next grade level.]*  **OR**   1. For each of the three years of the grant, drop-out rates will decrease by [**insert percentage**] among [choose one: **students receiving tutoring services** OR **students receiving wholistic wrap-around student support services** OR **students in transition years receiving services** OR **students transitioning between schools receiving transition** **support services**] through the ESG grant.   *Example: For each of the three years of the grant, drop-out rates will decrease by* ***2%*** *among* ***students receiving tutoring services*** *through the ESG grant.*  *[This means that, relative to baseline, which is the year before grant services started, 2% fewer ESG students receiving tutoring services will drop out of school.]*   1. Explain how requested funds will improve academic progress for the subset of highly mobile students selected. 2. Describe what data you examined to choose this goal. 3. Describe how data will be utilized to measure success (include specific data, how often it will be collected, how it will be utilized to inform program adjustments and improvements, and who will be designated to coordinate data tracking and analysis). | |
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**Worksheet II: Attendance Outcome**

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| **Attendance Outcome:** Demonstrate how school attendance barriers for highly mobile students will be addressed and attendance will be improved. This measure could also include immediate educational access, increased school stability, access to transportation and/or access to extracurricular and non-academic program opportunities to increase attendance. Please choose among the following options to generate a performance measure written in SMART goal format addressing improving attendance.  For each of the three years of the grant, [**insert percentage**] of [choose one: **students receiving transportation services** OR **students receiving referrals to evidence based services**] through the ESG grant will increase their school day attendance [choose one: **compared with the prior year** OR **from first semester to second semester**] as measured by [choose one: **increased school-day attendance** OR **decreased instances of chronic absentee status**].  *Example: For each of the three years of the grant,* ***80%*** *of* ***students receiving transportation services*** *through the ESG grant will increase their school day attendance* ***from first semester to second semester*** *as measured by* ***decreased instances of chronic absentee status****.*  *[This means that 80% of ESG students who were chronically absent in first semester and received transportation services will not be chronically absent in second semester.]*   1. Explain how requested funds will improve attendance for the subset of highly mobile students selected. 2. Describe what data you examined to choose this goal. 3. Describe how data will be utilized to measure success (include specific data, how often it will be collected, how it will be utilized to inform program adjustments and improvements, and who will be designated to coordinate data tracking and analysis). | |
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**Worksheet III: Social-Emotional and Behavioral Outcome**

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| **Social-Emotional and Behavioral Outcome:** The ESG grant supports students to be ready and have the essential skills to succeed in school. Supports provided through this grant will be aimed at reducing behavioral or discipline incidents. Supports could include culturally responsive or trauma-informed interventions. Please choose among the following options to generate a performance measure written in SMART goal format around improving social emotional learning and behavioral outcomes.  For each of the three years of the grant, [**insert percentage**] of [choose one: **students receiving culturally responsive interventions** OR **students receiving trauma-informed interventions with trained professionals**] through the ESG grant will increase their social emotional well-being [choose one: **compared with the prior year** OR **from first semester to second semester**] as measured by decreases in discipline incidents.  *Example: For each of the three years of the grant,* ***95%*** *of* ***students receiving trauma-informed interventions with trained professionals*** *through the ESG grant will increase their social emotional well-being* ***compared with the prior year*** *as measured by decreases in discipline incidents.*  *[This means that 95% of ESG students receiving trauma-informed interventions with trained professionals will have fewer behavior instances in the current year than they did the prior year.]*   1. Explain how the requested funds will improve the social emotional well-being of the subset of highly mobile students selected. 2. Describe what data you examined to choose this goal. 3. Describe how data will be utilized to measure success (include specific data, how often it will be collected, how it will be utilized to inform program adjustments and improvements, and who will be designated to coordinate data tracking and analysis). | |
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