

SMART Goals

- **S**pecific: Clear and concise goals address questions of "who", "what", and "when".
- **M**easurable: Metrics such as numbers and percentages allow for clarity as to whether goals are met.
- **A**ccomplishment Driven: Goals specify tangible results or deliverables that are to be produced, not just behaviors done throughout the year.
- **R**elevant: Goals contribute to accomplishing the Shared Vision.
- **T**imebound: Goals have targeted accomplishment dates which help monitor progress and completion.