

# Developing SMARTIE Goals

Pennsylvania’s Integrated Multi-Tiered System of Supports (PA I-MTSS; 2026)

## Purpose

Use this guide to turn your vision into SMARTIE goals that are clear, measurable, inclusive, and equitable.

## Directions

1. Review the SMARTIE goal criteria and examples.
2. Then, use your team’s vision, priorities, and available data to draft one SMARTIE goal.
3. Check the goal against each SMARTIE feature and revise it until it is specific, measurable, achievable, relevant, time-bound, inclusive, and equitable.
4. Be prepared to share your draft goal and explain how it connects to your school’s priorities and supports improved outcomes for all students.

## SMARTIE Goals and Tips for Success

SMARTIE goals are **s**pecific, **m**easurable, **a**chievable, **r**elevant, **t**ime-bound, **i**nclusive, and **e**quitable. See the table below for additional information about each feature.

Feature	What to Consider
<b>Specific</b>	Clear and focused What precisely are we trying to improve?
<b>Measurable</b>	Progress can be tracked How will we know progress is happening?
<b>Achievable</b>	Realistic for your context Is this realistic given our starting point?
<b>Relevant</b>	Connected to your vision and data Does this connect to our priorities?
<b>Time-bound</b>	Has a clear timeframe By when will we expect to see progress?
<b>Inclusive</b>	Reflects the needs and perspectives of students and staff most affected by the goal

	Whose voices, experiences, and needs should shape this goal?
<b>Equitable</b>	Addresses differences in access, opportunity, or outcomes How will this goal help reduce gaps and improve outcomes for students who need support most?

As you develop SMARTIE goals, consider the tips below:

- ✓ Focus on one clear priority (e.g., a student goal such as improving attendance or increasing timely intervention support; a staff goal such as increasing consistent use of behavior routines; or a process goal such as implementing a weekly data review routine.)
- ✓ Include both the outcome and how it will be measured
- ✓ Use baseline data to set realistic targets
- ✓ Make the goal clear enough to explain in one sentence
- ✓ Identify whose perspectives should inform the goal, especially students, families, or staff most affected
- ✓ Check whether the goal helps reduce gaps in access, opportunity, or outcomes

## Examples

The examples below show how SMARTIE goals can name a clear outcome while also considering inclusion and equity.

- **Student goal:** Increase the percentage of students receiving timely support from 65% to 90% within 8 weeks, as measured by intervention tracking logs and weekly progress monitoring data, with weekly review of data disaggregated by student group to ensure students with the greatest needs receive support.
- **Student goal:** Increase the percentage of students attending school at least 95% of the time from 72% to 82% by the end of the semester, as measured by attendance records, while using student and family input to identify and address barriers to consistent attendance.
- **Staff/school goal:** By the end of the next 6 weeks, all grade-level teams will implement a monthly routine to review student data, identify needs, document support decisions, and include student, family, or staff perspectives when patterns suggest barriers to access or opportunity, as measured by team agendas and meeting notes.
- **Staff/school goal:** Increase the percentage of teachers using the school’s behavior support routine consistently from 40% to 80% by the end of the quarter, as measured by walkthrough data, with targeted coaching for classrooms or grade levels where implementation data show uneven access to consistent support.