Agenda

1. Session Overview
2. What Does SMART Mean?
3. Toolkit Overview
4. SMART Objectives in Practice
5. What Does CSP Want to See?

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Poll #1

Who thinks their current objectives are SMART?

Session Objectives

You will leave this session with an understanding of…

- What it means to create SMART objectives;
- How the NCSRC new tool can help you develop SMART objectives;
- What CSP is looking for in your SMART objectives; and
- How to make your objectives SMART
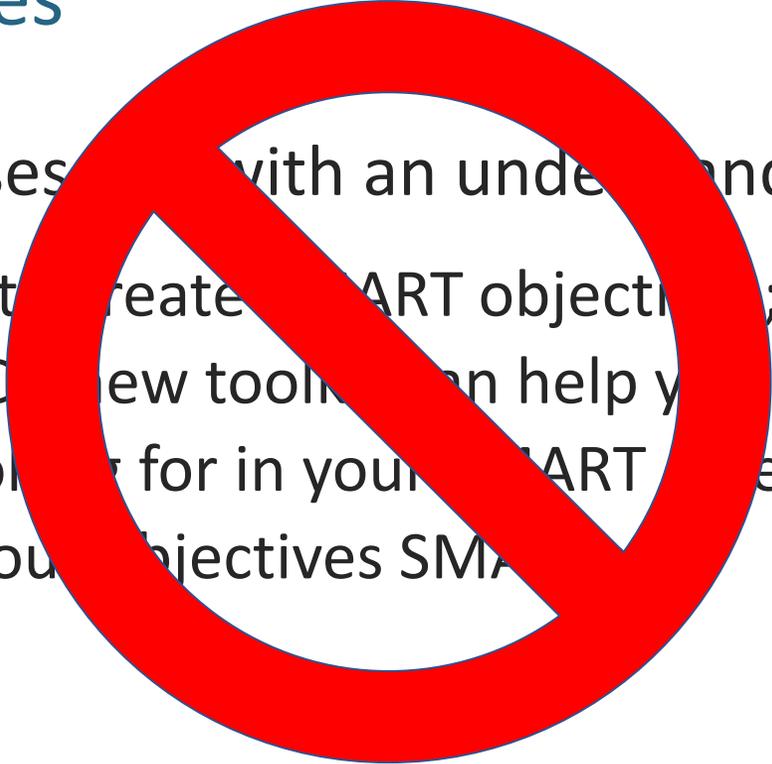
SMART Session Objective

NCSRC will facilitate a 45-minute webinar for CSP grantees highlighting the key components of its new SMART Objectives Toolkit. After the webinar, 80% of participants will report an improved understanding of SMART objectives and how to adapt their current objectives to be SMARTer. This will be measured through a survey distributed to participants immediately following the webinar.

On the Call Today

- *Kathryn Meeley, Group Leader, Charter School Programs*
- Sharon Herpin, National Charter School Resource Center
- Carol Cohen, National Charter School Resource Center
- Courtney Leigh Beisel, National Charter School Resource Center

About the NCSRC

The National Charter School Resource Center (NCSRC) provides technical assistance to federal grantees and resources supporting charter sector stakeholders. NCSRC is funded by the U.S. Department of Education (ED) and managed by Manhattan Strategy Group in partnership with WestEd.

But first… Goals vs. Objectives vs. Measures

Goals

High-level statements about what will be achieved through the project

Goals defined for each grant program by the CSP

Guide grantees throughout the project

Objectives

Delineate the steps or strategies that will lead to fulfilling the goal

Translate goals into actions and supporting performance measures specific to respective projects and plans

Regularly reported to CSP to gauge progress
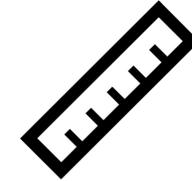
Measures

Quantitative indicator, statistic, or metric used to gauge program performance

Aligns with objectives to evaluate success

Regularly reported to CSP to gauge progress

S-M-A-R-T

Find out what it means to me

No really… What does it mean to you?

S is for…

Specific?

Satisfactory?

Super?

Smart?

M is for...

Masterful?

Must-have?

Material?

Measurable?

A is for...

Achievable?

Ambitious?

Aspirational?

Attainable?

R is for...

Results-Oriented?

Relevant?

Realistic?

Reachable?

T is for...

Time-oriented?

Timely?

Time-bound?

Transitory?

SMART Objectives

Specific
- Objectives are clearly and concisely stated, reducing the potential for mis-understanding or mis-interpretation.

Measurable
- Objectives are measurable using valid and reliable data that are readily available and can be tracked at least annually.

Achievable
- Objectives are achievable and ambitious, reflecting an understanding of organizational capabilities and environments.

Relevant
- Objectives align with project goals and performance measures and reflect the mission and values of the CSP and grantee.

Timebound
- Objectives occur within a timeframe or by a target date for achieving the outcomes for long-term goals and short-term objectives.

SMART Protocol for Creating New Measures

Step One
Determine alignment with CSP goals and project objectives

Step Two
Identify Objectives

Step Three
Identify Metrics

Step Four
Provide a Baseline Measure

Step Five
Identify Performance Targets

Step Six
Put It All Together

Step Seven
Create Narrative

SMART Protocol for Revising Objectives/Measures

Original Objective and Performance Measure	Criteria	SMART Objective and Performance Measure
Objective 1:	□ Specific □ Measurable □ Achievable □ Relevant □ Timebound	
Performance Measure 1a:	□ Specific □ Measurable □ Achievable □ Relevant □ Timebound	
Performance Measure 1b:	□ Specific □ Measurable □ Achievable □ Relevant □ Timebound	

Making Objectives SMART (Achievable)

Unachievable/Unambitious Objective and Performance Measures
Objective: Improve student achievement outcomes for students historically marginalized or at the greatest risk of not meeting state standards.
Performance Measure 1: Within the first academic year, increase percentage of students receiving free- and reduced-price lunch achieving proficiency in math from 30% (baseline) to 100% as measured by state assessments.
Performance Measure 2: By the end of the grant, at least 20% of new charter schools will achieve the state standards for graduation rates.

Achievable and Ambitious Objective and Performance Measures
Objective: Improve student achievement outcomes for students historically marginalized or at the greatest risk of not meeting state standards.
Performance Measure 1: Each year, increase the percentage of students receiving free and reduced-price lunch in CSP-funded schools that achieve proficiency in math by 5%, as measured by state assessments (baseline = 30%).
Performance Measure 2: By the end of the grant, at least 75% of new charter high schools opened under this grant will achieve or exceed the state standards for graduation rate.

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Making Objectives SMA<u>R</u>T (Relevant)

Irrelevant Objective and Performance Measures
Objective: Strengthen and support the state's literacy initiative.
Performance Measure 1: Charter school students in the state achieving proficient or above on state assessments will increase at 2% each year of the grant period (baseline 60%).
Performance Measure 2: All teachers in charter schools receiving CSP funds serving Grades K-3 will be certified in English language arts by the end of the grant period.

Relevant Objective and Performance Measures
Objective: Increase the number of available seats in high-quality charter schools by 5,000 by the end of the grant performance period, especially for students of historically marginalized populations or those at-risk of not meeting state standards.
Performance Measure 1: At least 1,000 new seats in high-quality charter schools will be added during each year of the grant performance period through new school openings, replication of high-quality charter schools, or expansion of high-quality charter schools.
Performance Measure 2: Each year, across all new charter schools, the percentage of the student population with disabilities will be within 5% of the state's percentage of students with disabilities.

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Test Your Knowledge – Question #1

Is this objective SMART?

Each year, 100% of charter school authorizers in the state will share their knowledge of effective practices at national conferences.

Test Your Knowledge – Question #2

Is this objective SMART?

Grantee will provide one technical assistance workshop annually that highlights the best practices in serving diverse student populations with 50% of the state's charter schools attending.

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Test Your Knowledge – Question #3

Is this objective SMART?

Increase retention of students who receive English Learner services attending charter schools.

S-M-A-R-T

Find out what it means to CSP…

1) In general, grantees may not remove a performance measure that was included in the original application, but grantees may clarify and specify measures to make them SMART.

   - Subject to ED review/approval

2) Many performance measures look at the results at the end of the grant, but grantees need to establish annual measures to review progress towards the end result.

3) At least one performance measure must be able to be reported on annually.

   - Review what data points will be available after the first year of the grant.

4) Performance measures must directly relate to the applicant's original objectives.

Before you ask…

What about grantees' APRs?

- Most grantees, with the exception of CE grantees, will have APRs due in April.
- Grantees should work on their measures NOW in advance of the APRs.
- You should now be in the process of collecting data for APRs.

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In an Inbox Near You…

The toolkit is for current and prospective grantees.

This new resource goes into more detail on how to create SMART objectives with additional examples and guidelines.

If you are not signed up for the newsletter, please text CHARTERS to 22828 to sign up.

SMART Objectives Toolkit

U.S. Department of Education
January 31, 2020

Q&A

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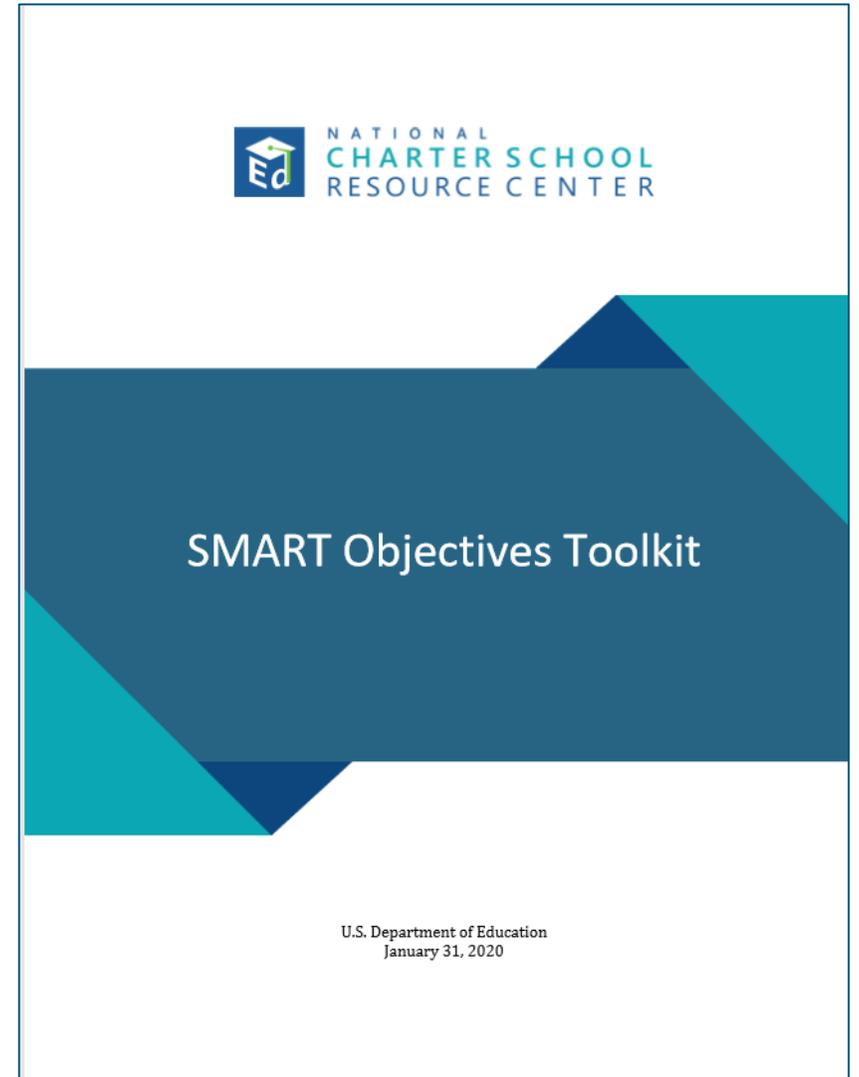
Poll #2

Who now thinks their current objectives are SMART?

Response requested, please!

Help us know if we met your SMART objective by responding to the survey presented at the conclusion of this event.
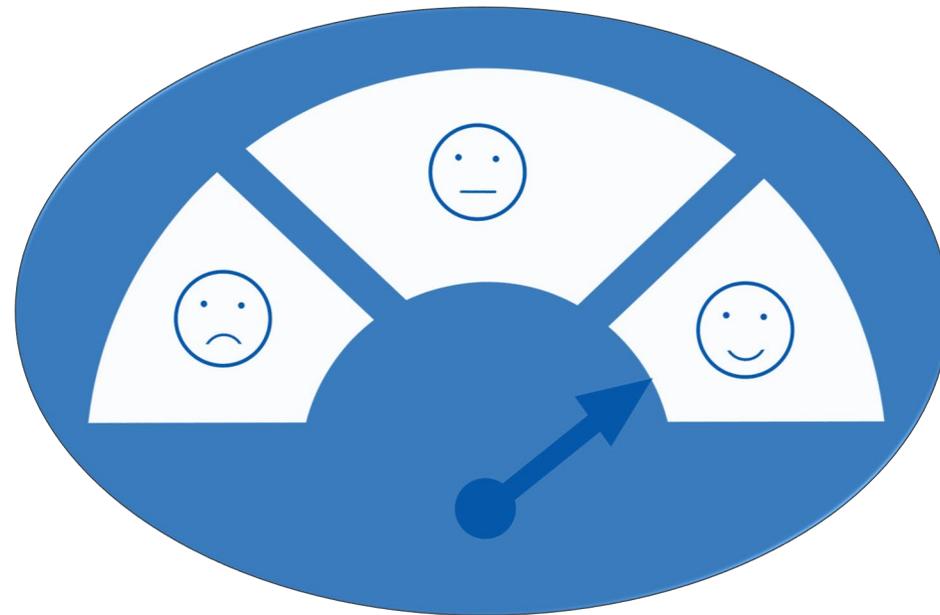
How can you contact us?

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