Setting SMART goals

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Objectives

- Write **1 teaching goal** & **1 service goal** (and 1 leadership goal if you're a chair)

- Understand how your goals align with the broader context of your department, major college initiatives, and OCCC's Big 3 goals!

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OCCC Strategic Plan [2019-2023](#)

What are our 3 big goals?

1. Triple annual giving & grants to support student scholarships, community events, the endowment, & other College purposes.

2. Close the academic achievement gap with low-income, first-generation, and minority students.

3. Receive designation as a Hispanic-serving institution from the U.S. Department of Education.

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Major Initiatives

Complete College OCCC

Workforce Development Center

Proactive Student Success Interventions

Increasing Enrollment

Enhancing Campus Safety

New and Increased Revenue and Funding
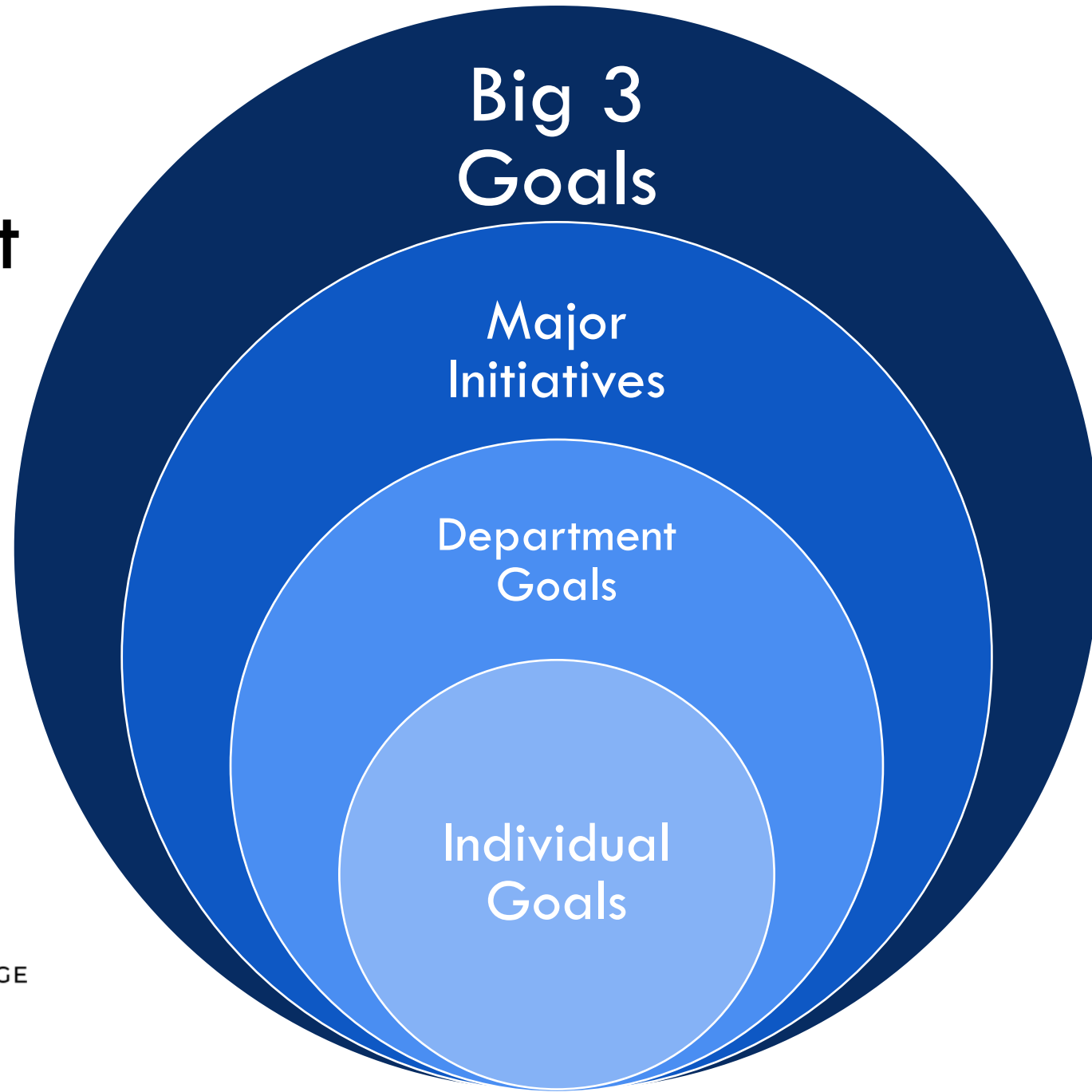
Retaining High Quality Employees

Online Learning

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Departmental Goals

- Add your departmental goals here

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Goal Alignment

Big 3 Goals

Major Initiatives

Department Goals

Individual Goals

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Specific

Measurable

Achievable

Relevant

Time-bound

Individual
Goals

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Specific

Who?

What?

Where?

When?

Why?

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Measurable

From ⟵━━━━━━━━━━━━━━━━━━━━⟶ To
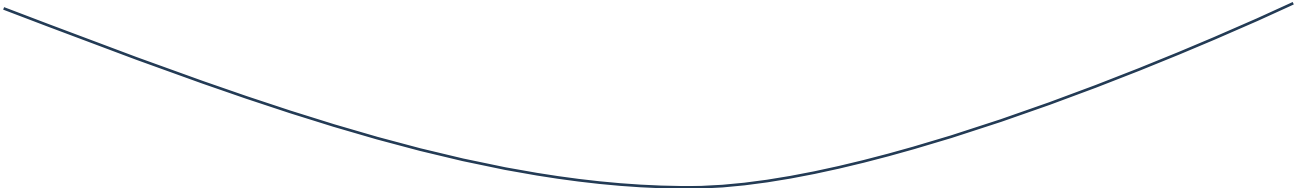
Trackable progress

Attainable

How?

Relevant

Your Goals

OCCC's Goals
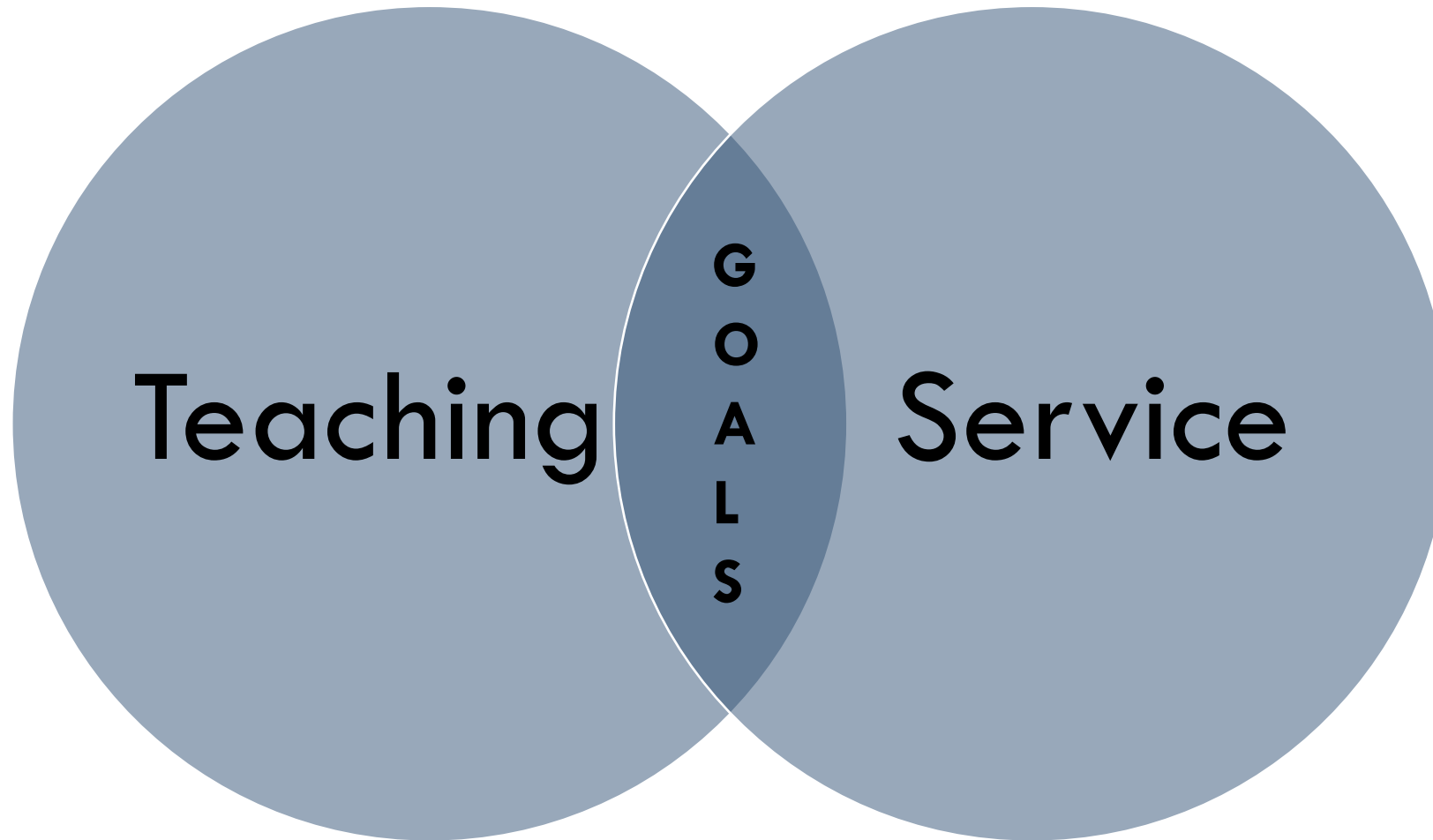
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Timely

Teaching Goal Example

Goal

- I want to increase student engagement in my courses.

SMART Goal

- I will add one high engagement activity in each class in each course I teach by January 2021.

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Teaching Goal Example

Goal

- I want to integrate technology into my courses.

SMART Goal

- I will add a blogging project to each of my Spring semester courses.

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Teaching Goal Example

Goal

- I want more students to pass my biology course.

SMART Goal

- I will increase my fall semester biology course grade average to a 3.0.

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Service Goal Example

Goal

- I will help with curriculum development.

SMART Goal

- I will serve on a team to re-write COMP201 curriculum by March 2022.

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Service Goal Example

Goal

- I will participate in a student club.

SMART Goal

- I will sponsor a student creative writing club throughout the FY22.

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Service Goal Example

Goal

- I will participate in student life events.

SMART Goal

- I will participate in 4 student life events by May 2022.

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Writing Goals

Teaching or Service?

Category	General Goal	Revised Goal Statement	Alignment to Department Goals	Alignment to major initiatives or OCCC Big 3
Teaching	I want more students to pass my biology course.	I will increase my fall semester biology course grade average to a 3.0.	*Department dependent	Close the academic achievement gap with low-income, first-generation, and minority students.

Activity: Writing Goals

1. Write a general goal statement for both a teaching and service goal you could accomplish this year.

2. Revise the goal statements to be SMART.

3. If you know your departmental goals, determine where you goal aligns with your department.

4. Determine where your goal aligns with the major initiatives & Big 3 goals at OCCC.

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