

SMART Goal Guide

This guide can be used for annual goal setting as part of the formal performance and development cycle. It can also be used for goal setting in the context of a coaching relationship or for shorter-term goal setting resulting from personal reflection, classroom observation or any other feedback.

Teacher's name: Putri Wanna

Date goals were set: 1 September 2025

Division Principal's name: Kandace Law

Date reviewed with Principal:

	Specific	Measurable	Achievable	Relevant	Time-Phased		
#	Performance and development goal to be achieved (stated simply)	Evidence that will be used to demonstrate progression and goal achievement	What actions will I take to achieve the goal?	How does my goal connect to my professional growth, my school's priorities and my students' outcomes?	Timeframe within which the goal will be achieved	Support that will be required from the school to achieve the goal	Is the goal SMART? Yes/No
Strategic Plan Linked Goal	Building community partnership by leading a parent workshop.	Parent workshop once per semester.	Prepare the logistics (e.g., open apply, MB) and the materials to be presented	It aligns with ISNS strategic initiatives and my professional growth (building partnership and collaboration with parents to help student growth academically and social-emotionally)	School year 2025-2026 (within 1 year)	Provide feedback on the prepared slides 2-3 weeks before the day.	Yes
Self-directed Goal	Provide LS support to PYP teachers by conducting a teacher-led session.	Teacher-led session at least once per year.	Prepare a topic and engaging materials that can help teachers to provide better support for their students.	Provide a more 'engaging' teacher-student relationship in the classroom. This is aligned with this year S3T theme (engagement).	School year 2025-2026 (within 1 year)	Provide feedback on the prepared slides 2-3 weeks before the day.	Yes
Other							