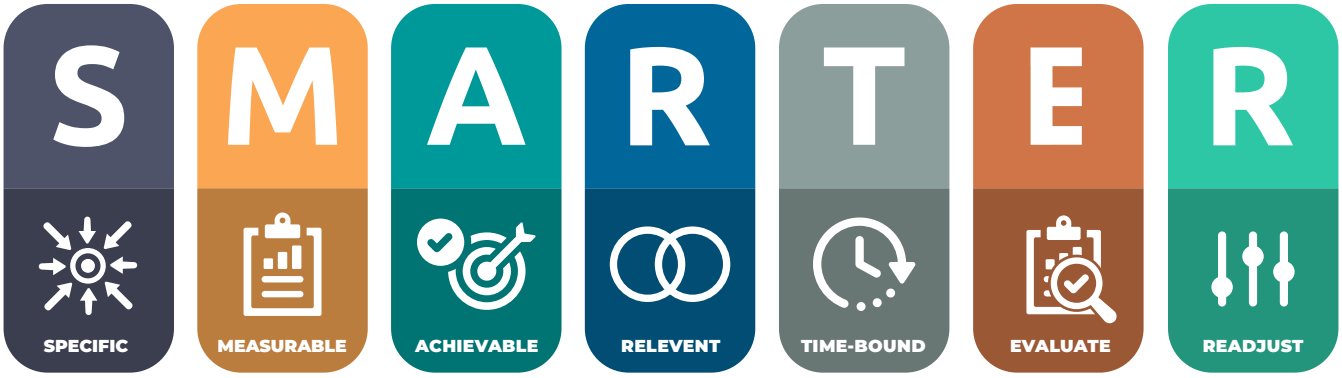

An Equity and Excellence Project in Education seeks to create an educational environment where every student has the opportunity to thrive, succeed, and contribute meaningfully to society, regardless of their background or circumstances. This project should establish a "SMARTER GOAL" process.

The letters stand for **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-bound, **E**valuate, and **R**eadjust. The addition of "Evaluate" and "Readjust" emphasizes the importance of ongoing assessment and flexibility in the goal-setting process. Here's a brief explanation of each component:

SPECIFIC: Clearly define the goal with specific details to provide a clear understanding of what is to be achieved.

MEASURABLE: Establish quantifiable criteria that can be used to track progress and determine when the goal has been reached.

ACHIEVABLE: Set a goal that is challenging yet realistic, considering available resources, skills, and constraints.

RELEVENT: Ensure that the goal is aligned with your broader objectives and contributes to your overall aspirations.

TIME-BOUND: Set a specific timeframe or deadline for achieving the goal to create a sense of urgency and accountability.

EVALUATE: Regularly assess your progress toward the goal, reviewing milestones and milestones reached.

READJUST: Based on your evaluations, be willing to adjust your strategies, tactics, or even the goal itself to stay on track and respond to changing circumstances.

The SMARTER framework underscores the importance of continuous assessment and adaptation, allowing for greater flexibility in the pursuit of goals. It acknowledges that circumstances may change over time, and being open to adjustments can enhance the likelihood of successful goal achievement.

EXAMPLE

Excellence and Equity Project:

Improve reading proficiency among third-grade students from low-income backgrounds in XYZ Elementary School by explicitly teaching gatekeeper vocabulary during initial teaching and intervention.

SMARTER Components:

SPECIFIC: Focus on improving the reading proficiency of third-grade students specifically, and target those from low-income backgrounds.

MEASURABLE: Increase the average reading assessment scores of participating students by at least 15% by the end of the school year.

ACHIEVABLE: Provide targeted reading interventions focused on vocabulary development and additional support, such as after-school reading clubs and one-on-one tutoring sessions, to help low-income students improve their reading and speaking skills using academic vocabulary.

RELEVENT: Enhancing reading and vocabulary proficiency is crucial for academic success, and targeting low-income students aligns with the school's commitment to addressing equity in education.

TIME-BOUND: Achieve the 15% increase in reading assessment scores by the end of the current school year, allowing for ongoing evaluation and adjustments.

EVALUATE: Regularly assess students' progress through monthly reading assessments and track improvements over time.

READJUST: Based on assessment results, adjust the reading interventions and strategies to address specific challenges faced by individual students or the group as a whole. For instance, if a particular approach is proving less effective, explore alternative teaching methods or resources.

By following this SMARTER goal, XYZ Elementary School aims to make a measurable and sustainable impact on the reading proficiency of third-grade students from low-income backgrounds, ultimately setting them on a path to academic success.