



## S.M.A.R.T Goal Guide

A goal should be written to make explicit the expectations and objectives of the seminarian intern and it should also consider the needs of the teaching setting.

Goals are set that will create, enhance, and expand competencies. For example, a learning goal for an intern with little experience in preaching may be to preach contextually appropriate sermons. A goal for an intern who has preaching experience may be to develop more effective sermons that demonstrate scholarly exegetical work.

Descriptions of each key area are provided to help seminarian interns formulate their four learning goals.

S.M.A.R.T. is an acronym for are specific, measurable, achievable, relevant, and time-based — the five aspects of each goal that need to be addressed when learning goals are being formulated.

The following is a descriptor of S.M.A.R.T.

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| <b>S.M.A.R.T. element</b> | <b>Description and example</b>   |
|---------------------------|--|
| Specific                  | Precise description on intentions.<br>It is clear what you are seeking to achieve.   |
| Measurable                | Evidence to illustrate you are making progress.<br>Think about steps needed and due dates.   |
| Attainable                | The goal is something that can be achieved.  |
| Relevant                  | The goal is a growth area for the intern.<br>The goal will help the intern be better prepared for the future.<br>The goal is relevant for the site’s ministry. |
| Time-based                | Assign time schedules for all aspects of the goal.   |

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