

Creating SMART Goal-Setting Model (Arina Nikitina)

S= Specific M= Measurable A= Attainable R= Realistic T= Timely

- a) Be **specific** and clearly state what are you seeking to learn. A specific clear statement: to gain experience visiting home-bound people and people in the hospital. A non specific: to become a more effective educator, (too general; you need to name skills needed.) A good specific goal should be able to describe situations in a linear and factual fashion.
- b) **Measurable** in the timeframe of the field education placement. Arina Nikitina defines it as: "If you can't measure it, you can't manage it." Select a goal you can see the progress, "see the change occur." A non measurable goal: to learn how to bring social justice issues to the forefront of a congregation to impassion them to seek missions and ministries that help them become the true church that loves one's neighbors. [This is a wonderful ambitious goal, passionately stated but not achievable in only nine months.] Good Goal: To become familiar with the liturgical traditions of the UCC Church.
- c) **Attainable** means the goal can be reached by you and your efforts at working at it. You can see it happen and that will motivate you to continue striving for that goal. Non-attainable goal: To learn how to establish international partnerships and the pastor's role in these endeavors. Attainable goal: To develop a mission statement that will up hold all the projects the church is currently involve with. Assist the church leaders to answer these two questions: Why are we involved in these project? What is the overall purpose?
- d) **Realistic**: Nikitina reminds us, "it does not mean this is not a synonym for "easy." "Set the bar high enough for a satisfying achievement!" Non Realistic: To incorporate new ministries in the life of the congregation. Realistic Goal: To successfully execute a worship service utilizing Power Point technology paired with background music.
- e) **Timely**: Without a time limit, there's no urgency to start taking action now. "Time must be measurable, attainable and realistic." Students need to ask their supervisors, "Is this the right time for this congregation to revise their "confirmation curriculum" or the "partnership program the church has with the local community center?" Good learning goal: To gain understanding and experience with what it means to offer a Radical Welcoming Ministry.