Weave 4.0 Training – Session 3

- What do the goal types mean?
- Tips on creating better goals

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- What do the goal types mean?
  - Program Strategic Goals - all goals related to changing the program to be better or more competitive.
  - Program Operational Goals - all goals related to items that are not related to program success. Ex. "Co-locate all faculty members", "Reorganize the storage closet"
  - Human Resources Goals - all goals related to plans to increase, train, or change faculty in the program.
  - Institutional Academic Goals - academic goals that are required of all departments/programs.
    - increase the number of terminally degreed faculty
    - increase the % of full-time faculty teaching in all modalities
    - Implement high impact practices for students in the major
    - At least annually, review and make recommendations to the administration on low enrollment majors and classes.
  - Student Learning Outcome Goals - all goals related to the program's SLOs.

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- Tips on creating better goals
  - Goals should be as SMART as possible
    - **S**pecific – make sure the goal is as specific as possible by answering Who? What? Where? When? Why?
    - **M**easurable - What metrics are you going to use to determine if you meet the goal? This makes a goal more tangible because it provides a way to measure progress.
    - **A**chievable - This focuses on how important a goal is to you and what you can do to make it attainable and may require developing new skills and changing attitudes. The goal is meant to inspire motivation, not discouragement.
    - **R**elevant - Relevance refers focusing on something that makes sense with the broader institutional goals. For example, if the goal is to launch a new degree, it should be something that's in alignment with the overall institutional objectives.
    - **T**ime-Bound - Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed. Providing a target date for deliverables is imperative. Ask specific questions about the goal deadline and what can be accomplished within that time period.

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- SMART Goal Example:
  - Increase Enrollment.
  - Increase Main Campus Non-Athlete Enrollment.
  - Increase Main Campus Non-Athlete Enrollment by 10%.
  - Increase Main Campus Non-Athlete Enrollment by 10% in 5 years.

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