# SMART Goal Framework for Cultivating Inclusive Staff-Student Partnerships

SMART objectives should be tailored to individual needs and circumstances. These examples can serve as a starting point, and you can further refine them to align with your specific goals and timeframes.

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|   | **Example 1**  | **Example 2**  | **Add your own**  |
| **Specific:**  | Implement the toolkit's strategies to enhance positive power dynamics, student engagement, and staff-student collaboration in at least two ongoing projects within the next academic year.  | Enhance the selection process for student partners and participants in upcoming projects by incorporating the toolkit's inclusive selection guidelines to foster diversity and varied perspectives.   |   |
| **Measurable:**  | Increase overall participant satisfaction and engagement by 25%, as measured by pre- and post-project surveys, feedback sessions, and participant testimonials.  | Increase representation of underrepresented groups among student partners and participants by 20%, compared to previous project cycles, as evidenced by demographic data.   |   |
| **Achievable:**  | Collaborate with project teams to tailor the toolkit's recommendations to the specific context of each project, ensuring that staff and student roles, as well as goals, are clearly defined and aligned.  | Collaborate with selection committees to incorporate the toolkit's selection criteria, conduct bias training, and develop a transparent and inclusive selection process.  |   |
| **Relevant:**  | The implementation aligns with the organisation's commitment to fostering inclusive partnerships, thereby improving participant well-being, equitable engagement, and overall project outcomes.  | Aligns with the organization's commitment to inclusivity and equitable representation, leading to richer project outcomes and a more diverse collaborative environment.   |   |
| **Time-bound:**  | Initiate the implementation of the toolkit's strategies within the next three months and complete the rollout across the two selected projects within the academic year.  | Implement the updated selection process in the next project cycle, commencing within the next two months, and monitor progress throughout the project to assess the effectiveness of the changes.  |   |

## Examples Goal Statements:

By the end of the current semester, I will strive to

**Example 1:** enhance staff-student collaboration and engagement in two ongoing projects within the academic year using toolkit strategies. Tailor recommendations, clarify roles, and foster an inclusive environment, aiming for a 25% increase in participant satisfaction.

**Example 2:** implement toolkit's inclusive selection guidelines to enhance diversity among student partners and participants in upcoming projects. Aim for a 20% increase in underrepresented group representation, fostering inclusivity and varied perspectives.