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| --- | --- | --- | --- | --- |
|  | 2 | 1 | 0 | feedback |
| Goal is linked to Gavilan Strategic Plan | Goal is explicitly and clearly linked to one or more elements of Strategic Plan.  | Goal is indirectly or in explicitly linked to Strategic Plan | There is no observable or implied link between goal and Strategic Plan  |  |
| Goal is a SMART goal (Specific, Measurable, Achievable, Relevant, and Timely) | Goal clearly meets 4 or 5 of the criteria for a SMART goal.  | Goal meets 2 or 3 of the criteria for a SMART goal. Goal may address some criteria more completely than others.  | Goal meets 0 -1 of the criteria for a SMART goal |  |