Your Personal & Project Goals for Projects in CS II

It is standard practice for corporations to have employees identify goals to achieve throughout the year, and then regularly evaluate and adjust these goals to provide tangible growth and assessment. These goals provide constant improvement, frequently lead to promotion, and sometimes measure corrective actions for those not meeting expectations. This semester you will be asked to identify two kinds of goals, some project-based goal and at least one a Professional Competency goal to be documented and tracked.

SMART Goals (http://en.wikipedia.org/wiki/S MART_criteria)

It is standard practice to create what is called SMART goals. Each letter of the acronym stands for characteristics that every goal must include, there are variations on what each letter stands for, but we will use these:

- **S** – **Specific**: well defined and focused (not too general), also **Significant** and **Strategic**.
- **M** – **Measurable**: has a clear way of gauging progress and/or success, also **Manageable**.
- **A** – **Achievable**: goal can be accomplished within the set time (see T), also **Appropriate**.
- **R** – **Relevant**: relevant to the individual’s and/or team’s work, also **Realistic**.
- **T** – **Time-bound**: set length of time to be accomplished, not open ended. Also **Tangible**.

1. Project-based Goals

What are some milestones you and your team would like to accomplish this semester? The answer would be a good project-based goal. Establish sets of functionality for your software project and attach a date to reach that goal. These project deliverables can be used as a demonstration of your skills for college applications or future employment or maybe you have a personal goal for one of our projects. Please create these as a SMART goal and should likely be formed with your team, make it as specific as you can and then work toward it. Part of identifying these goals is to help your Manager/Mentor aid you in accomplishing them too!

2. Professional Competency Goal:

Last semester we used the following list of professional competencies to identify what you did well as well as needed improvement on. Choose one of these competencies and write a SMART goal that would help you improve your ability.

Professional Competencies:

- Technical Excellence
- Efficient use of Limited Resources (i.e. time)
- Teamwork
- Willingness to do what is needed to achieve goal
- Dealing with Ambiguity
- Innovate & Simplify
- Communications

If you cannot decide on one, I suggest using Communications as this is by far the most popular from my experience and something that most folks can improve on. Goals frequently have several parts, for example:

- **Communications**: create more complete Story & Tasks descriptions, comment my code and more commits to Github and document effective test case for stories. Improvement will be measured by decreased alterations & explanations needed to Stories & Tasks, # percent lines of code being comments, and increased test case coverage – target about # per story. Goals to be met by end of the semester.

So go write you two goals and submit them by email or make a copy in our shared folder.