

Goalhub ([www.goalhub.com](http://www.goalhub.com)) is an online learning relationship management platform that enables and supports goal based learning and development by:

- Capturing goals, establishing goal attainment strategies and archiving evidence of practice
- Providing a timeline of goal achievement
- Linking participants with coaches and mentors.

This support package provides resources to enhance the use of Goalhub to promote learning and development, and complements a range of resources which can be found on the Goalhub knowledgebase at <http://support.goalhub.com>

## Goal Based Learning and Development

Goal setting and attainment enables ongoing learning and development by:

- Clarifying purpose, establishing processes for goal attainment and promoting reflective practice;
- Identifying the mindset, capabilities and tools required to demonstrate competence;
- Promoting self-efficacy, self-direction and self-regulation.

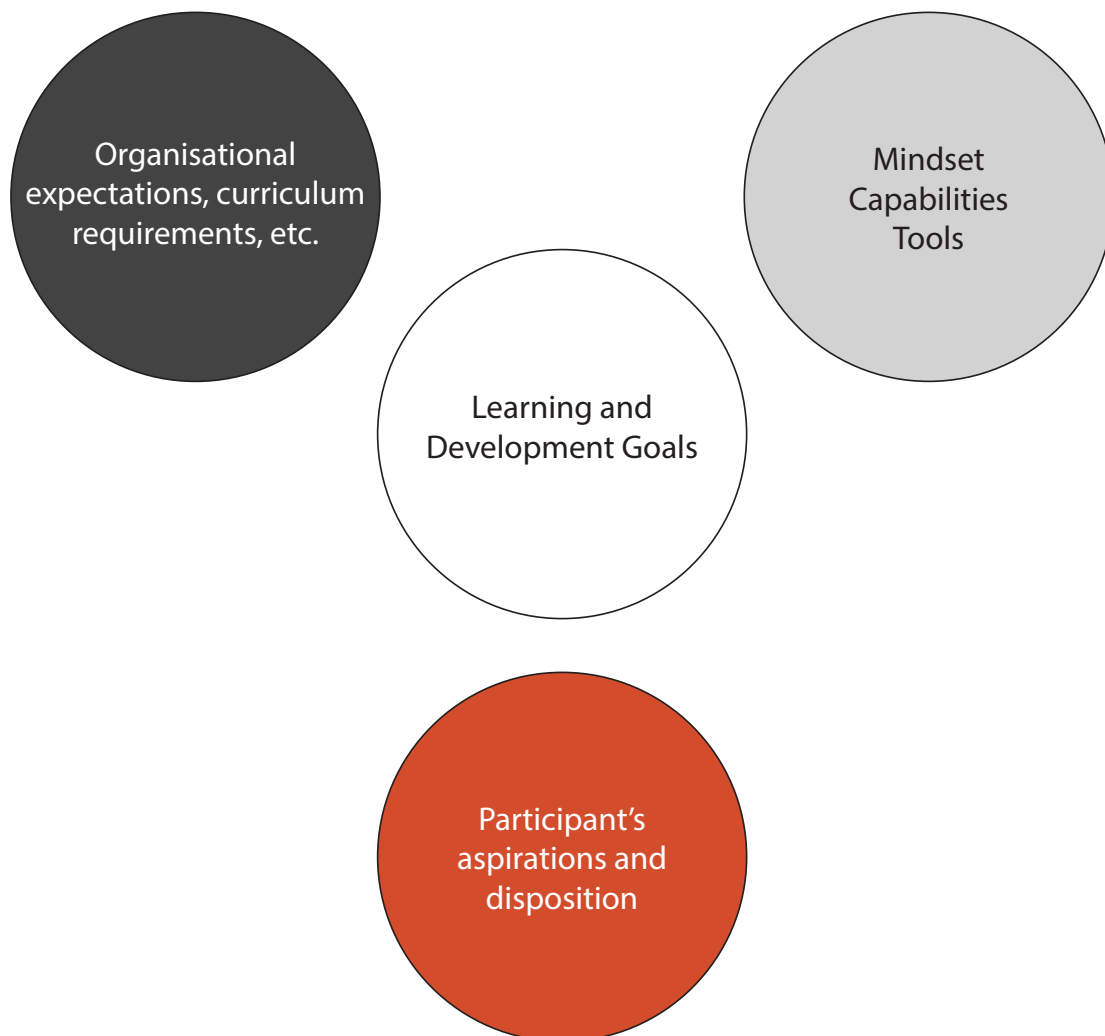


Effective goal setting is a skill that can be learned and developed through practice over time.

Goal based learning and development is not an addition to teaching and learning, it is integral. A goal based approach does not require people to do more - just to do things differently (and more effectively).

## Setting Great Goals

The benefits of goal setting are best demonstrated when there is alignment between: identified learning and development imperatives (e.g. curriculum); the aspirations and disposition of participants; and the mindset, capabilities and skills required for goal achievement.



This alignment creates purpose and engages participants with the processes required to demonstrate learning and development, which can be refined through practice over time.

Through goal setting, tension is created between where the participant is currently situated and where they would prefer to be. This tension increases the motivation to achieve goals and demonstrate competence through developing improved knowledge, skills and understanding.

Learning and development goals should also be SMART:



### Specific

When a goal is specific, it is clear and concise. This creates a clarity of mind that promotes attention and focus. The goal and its benefits can be clearly articulated. The attainment of the goal can be envisioned



### Measurable

Measuring progress towards attaining a goal is critical to maintaining motivation and persistence (Progress Principle). The feedback provided creates an opportunity to recalibrate a goal, or modify the actions required to achieve the goal, if necessary



### Actionable

Goals are not achieved through will alone – effective action is required. These actions should be evidence based, strategic and sustainable.



### Relevant

Relevance is critical to ensuring that motivation can be sustained to achieve a goal that is valued; otherwise, why would you bother? Spoiler alert – people rarely aspire to achieve another person's goals.



### Timebound

Creating a sense of urgency and accountability increases the motivation and commitment to achieving a goal.

The SMART framework provides confidence that goals established with participants will be effective in achieving learning and development.

A stem to frame a SMART goal is:

By (date) .....I have/ I am/ I can (goal).....so that (benefits).....



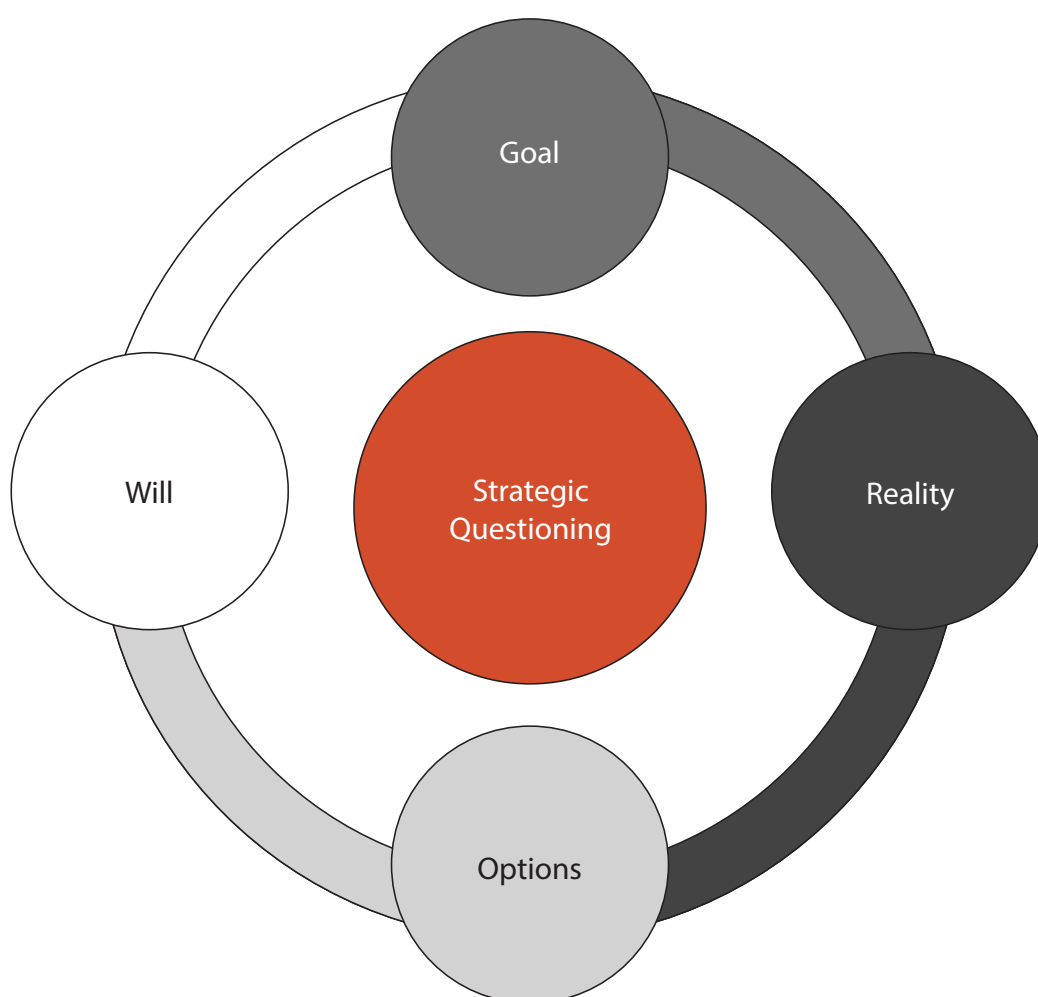
## Coaching and Mentoring

Goal based learning and development is enhanced through coaching and mentoring, which promotes aspirational thinking, strategic planning and reflective practice.

Just like goal setting, coaching and mentoring are processes that can be developed through practice over time.

Goalhub connects participants with coaches and mentors to support the achievement of learning and development goals. The online environment created through Goalhub facilitates, records and archives coaching and mentoring conversations, which can be shared with other teachers on a need to know basis, along with a participant's parents/carers.

Goalhub complements the GROW coaching model.



<b>Goal</b>	What would you like to achieve?
<b>Reality</b>	Where are you now in relation to achieving the goal?
<b>Options</b>	What could you do to achieve the goal?
<b>Will</b>	What will you do to achieve the goal?

A range of resources to support GROW coaching and use of the Goalhub app can be accessed through the Goalhub knowledgebase at <http://support.goalhub.com>

