

# PACT+ GOAL SETTING TOOL



The National Educators' Institute



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Email: [Nei@college.bm](mailto:Nei@college.bm)



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The National Educators' Institute @ Bermuda College

Email: [Nei@college.bm](mailto:Nei@college.bm)

# PACT+ GOAL SETTING

## Introduction

The NEI uses the PACT technique to set goals. Why PACT goals rather than SMART goals? While we find value in SMART goals, the immediate and ongoing intention of PACT goals best suits our methods of ongoing learning.

PACT goal setting places attention on the actions you can take to achieve incremental progress over an extended period of time. In doing so, your output (actions you take) is the focus of PACT goals rather than your outcome. PACT is potentially about forming and practising habits toward your success.

A PACT goal is **P**urposeful, **A**ctionable, **C**ontinuous and **T**rackable.

The NEI encourages Peer Coaching as a means for education professionals to support each other during implementation of education innovations and social emotional cultural strategies. We add this component to PACT to form PACT+ GOAL SETTING.



# PACT+ GOAL SETTING

<p><b>Purposeful</b></p>	<ul style="list-style-type: none"> <li>• State your purposeful goal for your emotional growth. It must be meaningful in the long term.. Know, at a deep level, why you want to achieve the goal. Determine how achieving it aligns with your values regarding relationships with yourself and others. What is the purpose of the goal?</li> <li>• <i>I agree with the Standards for Professional Learning that state educators working collaboratively can equate to stronger outcomes for students. But sometimes, when people annoy me, my emotional reactions are unhealthy and negatively impact my relationship with others. I want the best for my students which means I need to work on healthy responses when triggered by others. To strengthen my relationship with my colleagues, my goal is to increase my overall emotional awareness and to choose healthy emotional responses.</i></li> </ul>
<p><b>Actionable</b></p>	<ul style="list-style-type: none"> <li>• What actions or outputs can you, and only you, engage in to make this strategy a part of your daily life? What actions are doable and within your control? If you do not accomplish an action, how can you amend it to be achievable?</li> <li>• <i>I will keep a daily emotional journal where I record my strongest emotional experiences/triggers, where I feel the emotion in my body, my reactions, and whether I consider my reactions healthy or unhealthy</i></li> <li>• <i>When a reaction is unhealthy, I will reframe the experience and select a healthy response to practise</i></li> </ul>
<p><b>Continuous</b></p>	<ul style="list-style-type: none"> <li>• You must consistently apply the actions you commit to. Your actions may even become a habit.</li> <li>• <i>I will keep a daily emotional journal for 30 days</i></li> </ul>
<p><b>Trackable</b></p>	<ul style="list-style-type: none"> <li>• Determine a way to track, not measure, your implementation. You might ask, “Did I honour my commitment to myself today or this week?” If your goal can be broken into steps, create a chart and map your progress. E.g., your selected strategy may be to employ the five Sage Powers when emotionally challenged. Here, you might track what sage power you used, under what conditions, and the result.</li> <li>• <i>I will use a calendar to track my journal entries</i></li> </ul>

# PACT+ GOAL SETTING

Use the template below to set your PACT Goals.

<b>Purposeful</b>	<ul style="list-style-type: none"><li>• State your purposeful goal for your emotional growth. It must be meaningful in the long term.. Know, at a deep level, why you want to achieve the goal. Determine how achieving it aligns with your values regarding relationships with yourself and others. What is the purpose of the goal?</li></ul>
<b>Your Purpose</b>	
<b>Actionable</b>	<ul style="list-style-type: none"><li>• What actions or outputs can you, and only you, engage in to make this strategy a part of your daily life? What actions are doable and within your control? If you do not accomplish an action, how can you amend it to be achievable?</li></ul>
<b>Your Actions</b>	

# PACT+ GOAL SETTING

<p><b>Continuous</b></p>	<ul style="list-style-type: none"> <li>You must consistently apply the actions you commit to. Your actions may even become a habit.</li> </ul>
<p><b>Your Continuous Commitment</b></p>	
<p><b>Trackable</b></p>	<ul style="list-style-type: none"> <li>Determine a way to track, <i>not measure</i>, your implementation. You might ask, “Did I honour my commitment to myself today or this week?” If your goal can be broken into steps, create a chart and map your progress. E.g., your selected strategy may be to employ the five Sage Powers when emotionally challenged. Here, you might track what sage power you used, under what conditions, and the result.</li> </ul>
<p><b>Your Tacking Method</b></p>	
<p><b>Select Your Peer Coaches</b></p>	

# PACT + GOALS CHART

CREATE A QUICK VIEW VERSION OF YOUR PACT+ PLUS GOALS

P	<p><u>PURPOSEFUL</u></p> <p>WHAT LONG TERM GOAL DO I HAVE?</p>	
A	<p><u>ACTIONABLE</u></p> <p>WHAT OUTPUTS CAN I CONTROL?</p>	
C	<p><u>CONTINUOUS</u></p> <p>WHAT IS MY MOTIVATION TO CONTINUOUSLY MOVE TOWARD THIS GOAL WITH CONSISTENCY?</p>	
T	<p><u>TRACKABLE</u></p> <p>HOW CAN I TRACK MY PROGRESS</p>	
+	<p><u>PLUS +</u></p> <p>WHO WILL BE MY EMOTIONAL PEER COACH?</p>	



