



Determine Goals and SMART Objectives

Use the table below to practice writing SMART objectives related to the topic you identified in the previous section.

Priority you identified in the previous section:	
Consider what would need to change in order to improve that priority need. Write the effect that would be required:	
Next, re-phrase that effect as a SMART goal:	

Let's write a first objective.

What's something you will do to advance your goal?

Among whom will you do the activity above?

When will you do this activity?

Put it all together. Objective 1:

Objective 1 is: Process Objective
 Outcome Objective

Now make sure it's SMART.

Is it specific?	<i>For your objective, name the</i> <i>Who:</i> <i>What:</i> <i>When:</i> <i>Where:</i>
Is it measurable?	<i>How much change do you expect to see?</i> <i>What data source will you use to measure that change?</i>
Is it achievable?	<i>Is this objective feasible? What strengths or resources will you draw on to accomplish this objective?</i>
Is it relevant?	<i>Describe how your objective helps you move toward the goal identified above.</i>
Is it time-bound?	<i>What's your target end date?</i>

Time for another one.

What's something you will do to advance your goal?

Among whom will you do the activity above?

When will you do this activity?

Put it all together. Objective 2:

Objective 2 is:

- Process Objective
 Outcome Objective

Now make sure it's SMART.

Is it specific?

For your objective, name the

Who:

What:

When:

Where:

Is it measurable?

How much change do you expect to see?

What data source will you use to measure that change?

Is it achievable?

Is this objective feasible? What strengths or resources will you draw on to accomplish this objective?

Is it relevant?

Describe how your objective helps you move toward the goal identified above.

Is it time-bound?

What's your target end date?

Keep going! Write at least one more objective that will help move towards your goal.

What's something you will do to advance your goal?

Among whom will you do the activity above?

When will you do this activity?

Put it all together. Objective 3:

Objective 3 is:

- Process Objective
- Outcome Objective

Now make sure it's SMART.

Is it specific?

For your objective, name the

Who:

What:

When:

Where:

Is it measurable?

How much change do you expect to see?

What data source will you use to measure that change?

Is it achievable?

Is this objective feasible? What strengths or resources will you draw on to accomplish this objective?

Is it relevant?

Describe how your objective helps you move toward the goal identified above.

Is it time-bound?

What's your target end date?

You're on a roll. Just one more.

What's something you will do to advance your goal?

Among whom will you do the activity above?

Where will you do this activity?

Put it all together. Objective 4:

Objective 4 is:

- Process Objective
- Outcome Objective

Now make sure it's SMART.

Is it specific?

For your objective, name the

Who:

What:

When:

Where:

Is it measurable?

How much change do you expect to see?

What data source will you use to measure that change?

Is it achievable?

Is this objective feasible? What strengths or resources will you draw on to accomplish this objective?

Is it relevant?

Describe how your objective helps you move toward the goal identified above.

Is it time-bound?

What's your target end date?

Two additional dimensions of goals to consider are Inclusivity and Equity (expanding the acronym to SMARTIE goals).¹³⁵

Inclusivity: When you consider the goals you identified above, whose voices informed your thinking? What interested parties would you want to involve in the process of affirming that this is an important goal and implementing programs to work toward this goal?

Equity: Consider the goals you identified through the lens of health equity. How would achieving these goals advance health equity for CYSHCN?

Finally, identify the objective that must be met first. What is the first step you can take toward your first objective?

By what date will you complete this first activity?

¹³⁵National Center for Education in Maternal and Child Health. (n.d.). Thinking upstream to plan: “SMARTIE” TA. <https://www.mchevidence.org/about/planning.php>