

| SMARTIE Goals

“Begin with the end in mind.”

Stephen Covey

SMARTIE goals require us to think of inclusion and equity in setting goals that will lead to better outcomes and the change we are all working toward.

www.Givingusa.org (Link)



Specific

Ask who, when, which, what, where and why. Think about what you want to achieve. Clearly define what needs to be accomplished. Define what outcomes will need to be realized for success to be achieved.



Measurable

How will you know when you reach your goal? Can your progress towards your goal be measured? What metric(s) will be used, are those metrics in place?



Attainable

Is the goal reasonable and realistic? Has your team avoided aiming too high or too low? Is it achievable given the availability of resources or constraints? How likely is it that the team will be able to achieve this goal?



Relevant

Is the goal in alignment with organizational priorities and values? Is it appropriate to the current time period and circumstances? Is it closely connected with the strategic plan?



Timely

Does your goal include a target date or timeline for completion that is clearly defined? Having a timeline creates urgency and sets expectations for achievement.



Inclusive

Does your goal provide an opportunity to bring traditionally excluded individuals and groups—particularly the most impacted—into the process, activity, decision, or policy making in a way that shares power? Have you invited, considered, and incorporated input from these individuals and your community partners where appropriate? (While diversity is about who is present at the table, inclusion is about who is empowered to make decisions or participate in a meaningful way)



Equitable

Does your goal include an element of fairness or justice to address systemic injustice, inequity, or oppression? Does your goal address the unique needs and circumstances of different populations, increase quality services where needed and address disparities?

This material was prepared by Compass HQIC Network a Hospital Quality Improvement Contractor under contract with the Centers for Medicare & Medicaid Services (CMS), an agency of the U.S. Department of Health and Human Services (HHS). Views expressed in this material do not necessarily reflect the official views or policy of CMS or HHS, and any reference to a specific product or entity herein does not constitute endorsement of that product or entity by CMS or HHS. 12SOW Compass HQIC Network/Hospital Quality Improvement Contractor – [0250] – 01/09/2023.

COMPASS

