



1915(i)

Writing SMART Goals on member
Plans of Care

SMART Goals

Specific

- address what the member wants in relation to their assessed need.

Measurable

- how are you going to measure the member's progress towards achieving their identified goal?

Achievable/Attainable

- the goal must be realistic and the member needs to have access to necessary tools/resources to achieve the goal.

Relevant

- the goal needs to make sense and the benefit of achieving the goal must be identified.

Time-bound

- when do you anticipate the member will be able to achieve the goal or what steps are needed and when will they occur?

Member scenario

Let's say we have a member Shamar whose anxiety makes it very difficult for him to leave the house.

Shamar's goal is to "leave the house more often".

Shamar's WHODAS shows these needs: participation in community activities and interacting with other people.

Shamar has asked for peer support to help him get out of the house more often.



Not a SMART goal – yet

- Shamar's goal – “leave the house more often” is not a SMART goal.

Here's why

- It is **not specific** – it doesn't say how Shamar is going to leave the house or define what that means.
- It is **not measurable** – it doesn't say how often Shamar will leave the house or define whether there are specific activities he wants to participate in when out of the house.
- It is **not achievable** – because it is too vague and will likely set Shamar up for failure.
- It is **not relevant** in that it doesn't explain what benefit Shamar expects to see from leaving the house more often. I.e., improved social skills, more comfortable leaving the house on his own, etc.
- And finally, it is **not time-bound** because there is no timeframe for when Shamar is looking to see if this goal is achieved or needs revision.

SMART goal

- Shamar's goal rewritten as a SMART goal –

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- Read on to learn why this IS a SMART goal

Specific

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- We’ve added a definition of what “leaving the house” means by explaining that it means Shamar will be going to a community activity and visiting with at least one person.

Measurable

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- Shamar will go to one community activity per week and he will also visit with one person per week. These are easy ways to measure progress and success.

Achievable/Attainable

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- Shamar feels doing this once a week will be a stretch but that it's something doable. He feels like once per week is reasonable.

Relevant

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- The identified activities relate to areas where Shamar is struggling and wants to improve – community activities and interacting with others. A peer support specialist is a good fit for this goal.

Time-bound

“Shamar and his peer support specialist will work each week to identify one community activity for Shamar to explore. Exploring a community activity means Shamar will leave his house, go to the location of the activity, and visit with at least one person while there. Shamar will do this for one month.”

- You have set one month as a timeframe for measurement on whether Shamar has achieved this goal or what next steps should be. This is Shamar’s “finish line” and is very important for measuring success or changes to the goal/steps to achieve the goal.