



Setting Indigenous S.M.A.R.T. (I-SMART) Goals

Reaching Desired Outcomes for
Indigenous Youth



Tribal Youth Resource Center
www.TribalYouth.org

BEFORE WE BEGIN:

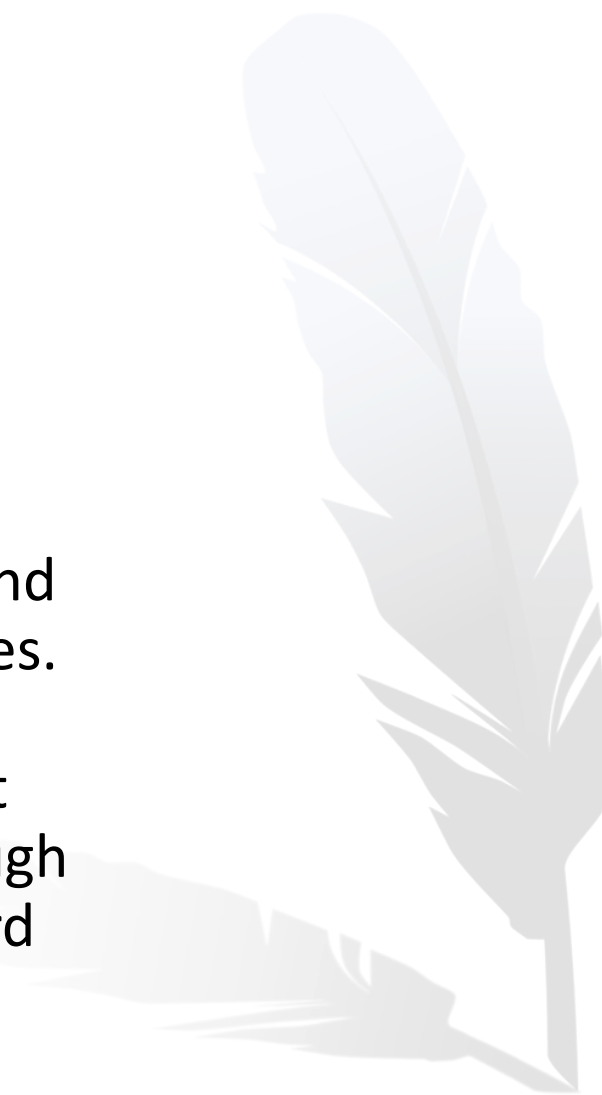
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▶ REACHING DESIRED OUTCOMES FOR OUR YOUTH REQUIRES...

Strategic Planning and Implementation:

A Critical Guide for Embarking on a Journey

Planning for the future of the current and coming generations was and is always a priority for Tribal Nations, Villages, and Indigenous peoples. The children are seen as precious gifts from the Creator and their futures involve the critical responsibility of planning and carrying out those plans with deliberation, cultural inclusion, and honor; so through their strategic plans, grantees will have a guide on the journey toward achieving their goals.



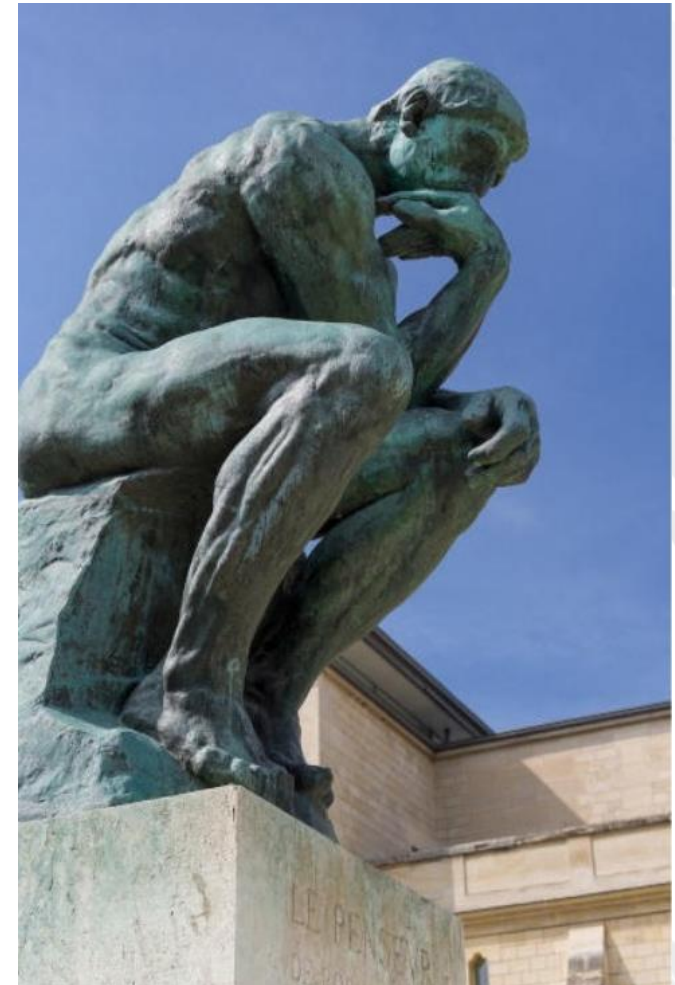
▶ TRADITIONAL PLANNING

- Determining and Prioritizing Goals
- Decision-Making Process
- Coordination and Delegation



▶ INTRODUCTION

To plan for a future that includes an environment in which your youth can thrive, the first step is to re-sculpt the original goals submitted in your grant.



SMART GOALS

Be Indigenous SMART

I-SMART Pro-Tip:

- Always look at how your goals are grounded in community and culture.

**Time-Bound
(Specific
Timeline)**

**Specific
(Well-
Defined)**

**Measurable
(Can you
quantify or
descriptively
measure?)**

**Relevant (Based
on Community
Strengths and
Needs)**

**Achievable
(Realistic)**

▶ IMPORTANCE OF SMART GOALS PROCESS



- **Reflect**- Assess most current needs/strengths of the community to support an informed plan.
- **Review**- Work with current staff to review project goals and objectives. The entire team is engaged in the planning process.
- **Re-structure** your goals into the S.M.A.R.T. format to ensure that specific, measurable, achievable, relevant, time-bound goals are set forth and understood by the team, community advisory committee, and partners.

EXAMPLE

Example of a Goal Statement:
Develop a youth council.



Example of a goal in SMART format:
Engage and include community youth within the planning and development of a tribal youth leadership council during year one of the project period.

EXAMPLE



Example 2 of a Goal Statement:
*Increase partnerships to support
the Tribal Youth Truancy
Program.*



Example of a goal in SMART format:
*Increase local school partnerships by 25%
over the next 18 month period to support
the Tribal Youth Program referral and
services processes.*

TIPS FOR GOAL DEVELOPMENT

- Look back at your Project Narrative.
- Which resources (people, services, partnerships) can support you in addressing the issues?
- Keep in mind you may need to add additional goals to your strategic plan (beyond what was initially submitted in your grant).



BREAKOUT WORK



- Work with your breakout group and share 1 of your program goals.
- Choose 1 goal of your funded project goals utilizing the S.M.A.R.T. process.

PRO-Tips:

- Tie goals to your timeline
- What is an appropriate amount of time?
- What is an achievable amount of time?
- What is the staffing availability?

GROUP DISCUSSION

1. Please share your original goal and the goal transformed with the SMART goal process.
2. What ideas come to mind for securing youth and family input into your TYP program goals?



DEVELOPING SUPPORTIVE OBJECTIVES

Objectives are focused, measurable, and concrete, and they support the broader or long-term goals that your team has set forth. It is important to set out clear objectives to support your goals and desired outcomes.

- Objectives provide clarity on what services will be offered by the TYP.
- Objectives provide clarity on who is responsible for specific services and activities being offered by the TYP.
- Objectives provide guidance for the team to develop a detailed action plan and timeline.
- Objectives may also guide the team in determining the types of data the TYP chooses to collect.



▶ SMART OBJECTIVE EXAMPLE

Goal:

Increase academic success for middle school tribal youth by 10% during the 2023-2024 school year.

Objective 1:

By 11/1/2023, TYP staff will work with middle school guidance counselors to identify 20 youth who would benefit from working with an academic mentor

Objective 2:

By 12/5/2023, TYP staff will plan and coordinate a Talking Circle with middle school tribal youth to engage them in developing an academic mentor program.

Objective 3:

By 1/15/2024, TYP staff will develop academic mentor recruitment plan with the tribal college and/or local college.

GROUP DISCUSSION

Please share any new ideas that arose during your discussion and what was of value from this experience.





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THANK YOU!

