Tribal Youth Program
Strategic Planning Learning Lab
Pathway to Resilience, Healing, and Cultural Restoration

Session 2: Smart Goals & Developing Supportive Objectives
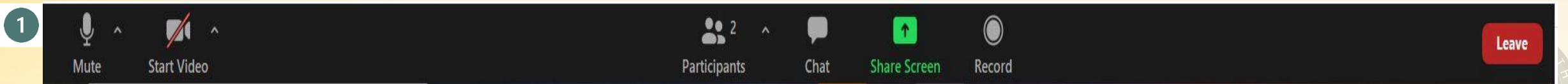
Facilitator: Tasha R. Fridia

May 13, 2021

Tech Reminders

❶ Your control panel will appear at the bottom of your user screen. (As shown below)

❷ All participants should remain muted when not speaking.

❸ Use the Chat box to submit a comment or question.

# Opening in a Good Way

Isabella Fridia-Wichita, Kiowa, Caddo

Learning Lab

3/17/21
Introductory OLE for FY 2020 TYP Grantees

4/29/21
Communication Plan & Engaging Youth/ Community Voice

05/13/21
Smart Goals & Developing Supportive Objectives

05/27/21
Logic Model

6/24/21
Data Collection & Evaluation

7/8/21
Sustainability

7/29/21
Draft of Strat Pak to TTA

- The Workshop/Learning Lab approach will offer a hands-on approach to a different area of the Strat Pak tool every few weeks.

- These sessions will be interactive, encouraging brainstorming, discussion and problem-solving in real time.

Traditional Planning

➢ Determining and Prioritizing Goals
➢ Decision Making Process
➢ Coordination and Delegation
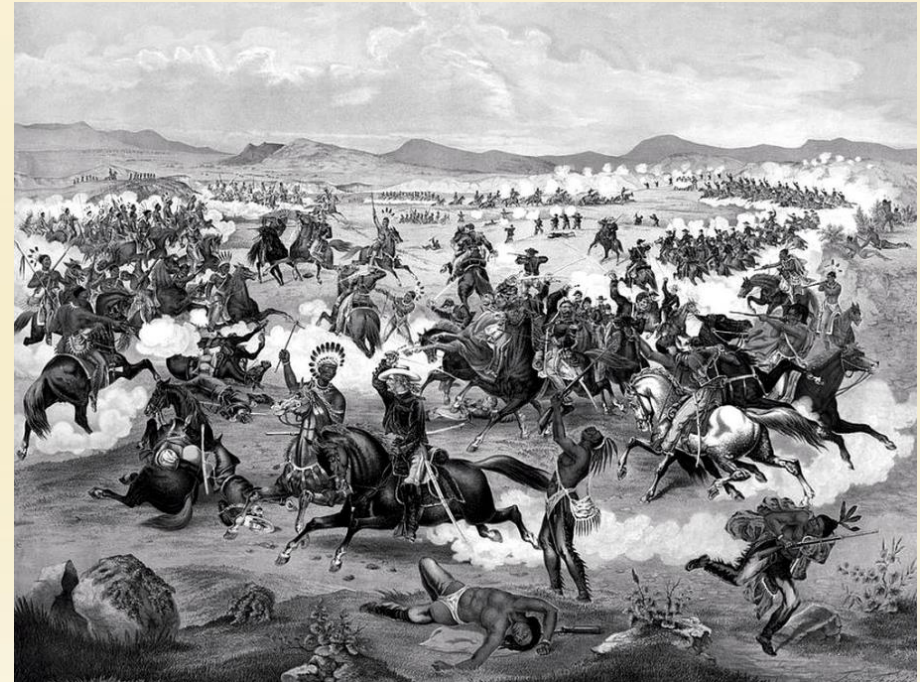
Group Check-In

➤ Thus far who has been involved in developing the goals of the TY grant ?

➤ Who should be included in the revising of the goals for the Strategic Plan?
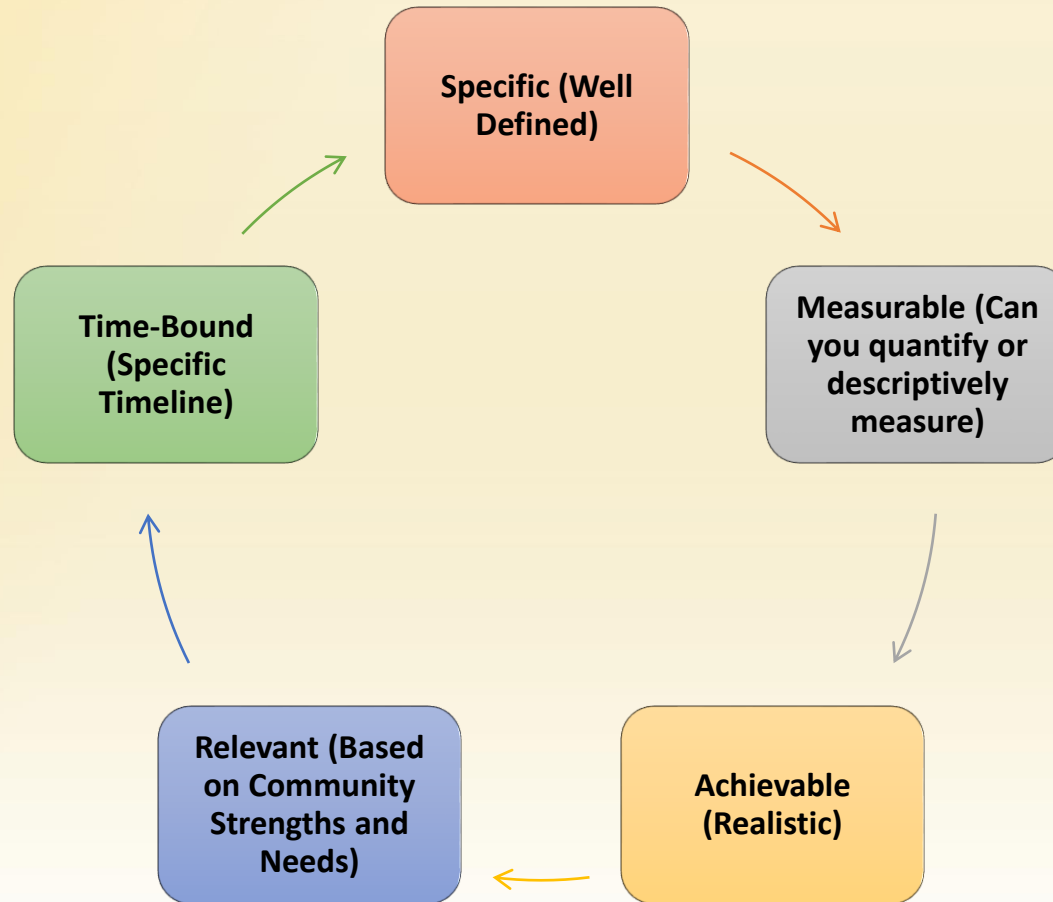
Goas and Objectives

Goals: The overarching principle that guides decision making.

Objectives: Specific, measurable steps that can be taken to meet the goal.

See: https://www2.tulane.edu/publichealth/mchltp/upload/Tips-for-writing-goals-and-objectives.pdf

SMART Goals

Specific (Well Defined)

Measurable (Can you quantify or descriptively measure)

Achievable (Realistic)

Relevant (Based on Community Strengths and Needs)

Time-Bound (Specific Timeline)

Be Indigenous SMART
I-SMART Pro-Tip:

➢ Always look to how your goals are ground in community and culture.

Importance of Smart Goals Process

Reflect

Effective Planning

Reorganize

Review

- **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. Entire team is engaged in the planning process.

- **Re-structure** 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 <u>SMART</u> format
Engage and include community Youth within the planning and development of a tribal youth leadership council during year one of the project period.
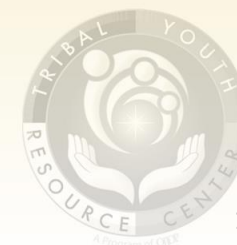
Example

Example #2 of a Goal Statement

Increase partnerships to support the Tribal Youth Truancy Program

Example #2 of SMART Goal Statement

Increase local school partnerships by 25% over the next 18 month period to support the Tribal Youth Program referral and services processes.

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-Tip:
- **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 have a spokesperson 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?

Supportive Objectives

Objectives - Influenced by goals, an objective is a low-level description of the specific and measureable outcomes desired from a project. Activities and most likely deliverables will contribute to achieving the objective. The project and its objectives must always contribute to the goal.

- Keep in mind that an objective should not specify how something is done, and consider the context and guidelines the organization you're writing for use.

- Objectives help provide clarity and guidance for the team

- Objectives will include performance indicators

SMART Objective Example

- **Goal:**

  Increase academic success for middle school tribal youth by 10% in the 2021-2022 school year

- **Objective 1:**

  By 11/1/2021 TYP staff will work with middle school guidance counselors to identify 20 youth that would benefit from working with an academic mentor

- **Objective 2:**

  By 12/5/2021 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 1/15/2022 TYP staff will develop academic mentor recruitment plan with the tribal college and/or local college

Breakout

Working with your new SMART goal, as a group, create a SMART objective to support that goal.

Group Discussion

Please have a spokesperson share what was accomplished in your breakout session:

Question and Answer

- **Any questions about this session?**

- **How is the strategic planning process going?**

- **What further supports can the TTA team provide?**

Next Session

May 27, 2021
Logic Model

In the meantime:

Work with your TTA to complete your SMART Goals and Objectives in your Strategic Planning Tool.

Closing in a Good Way

Kennedy Grace Fridia-Wichita, Kiowa, Caddo