



# Creating SMART, Data-Drive Objectives

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## What is an objective?

An **objective** is a specific, measurable statement of the desired immediate or direct outcomes of the initiative that support the accomplishment of a goal.

### Objectives

Describe results to be achieved and the manner in which results will be achieved.

Set targets for progress and accountability.

Describe how and when results will be achieved.

## The SMART Method

Provides a framework to ensure well-written objectives

### Specific

- Who? (target population and who is doing the activity) and What? (action or broad activity for the objective)

### Measurable

- How much change is expected

### Achievable

- Can be accomplished given current resources and constraints

### Realistic

- Addresses the scope of the DD Council purpose and proposes reasonable programmatic steps

### Time-phased

- Provides a timeline indicating when the objective will be met

## Examples of SMART Objectives

**Sample GOAL:** [The DD Council will] Strengthen a program for the direct funding of a state self-advocacy organization to increase the number of people with developmental disabilities active in systems advocacy.

- **Objective 1:** By the end of each fiscal year strengthen a program for the direct funding of a state self-advocacy organization led by individuals with developmental disabilities.
- **Objective 2:** By the end of each fiscal year, support opportunities for at least five self-advocate leaders to increase leadership knowledge and skills for at least 20 people with developmental disabilities who want to become leaders.
- **Objective 3:** By the end of each fiscal year, identify and support 10 people with developmental disabilities trained in leadership to participate on diverse leadership boards and coalitions and/or work groups.

## Use the criteria to assess the objective(s)

Criteria to assess SMART objectives	Yes	No
<b>Specific:</b> Who (target population and persons doing the activity?) What (action/activity)		
<b>Measurable:</b> How much change is expected		
<b>Achievable:</b> Can be accomplished given current resources and constraints		
<b>Realistic:</b> Addresses the scope of the program and proposes reasonable programmatic steps		
<b>Time-phased:</b> Provides a timeline indicating when the objective will be met		

### Objective 2

Time-phased

By the **end of** each fiscal year

Specific - what

support **opportunities**

Measurable

for **at least five**

Specific-who

**self-advocate leaders**

Measurable  
Specific - what

to **increase leadership knowledge and skills**

Measurable

for **at least 20**

Specific - who  
Measurable

**people with developmental disabilities** who want to **become leaders.**

Achievable – can this objective can be accomplished with current funding? other considerations?

Realistic – does the objective convey the scope of the work and propose reasonable programmatic steps?

## 2017-2021 Council Goal Areas

GOAL 1: Improve service delivery to empower individuals with intellectual and developmental disabilities to live and thrive in their communities with formal and informal **supports and services** that promote independence.

GOAL 2: Strengthen policies and programs so that infants and toddlers with disabilities, their families, and caregivers receive appropriate **early intervention** supports and services.

GOAL 3: Enhance practices so that children and youth with disabilities will have access to appropriate curriculum, inclusion, support, and resources to acquire the skills necessary for **educational success** and future independence.

GOAL 4: Alaskans with disabilities and their families will receive the necessary **employment services** and supports needed to become competitively employed in an integrated setting.

GOAL 5: Alaskans with disabilities will have greater access to needed **health care** services that will improve their quality of life.



## Community Forum Data



From past 5 years of Council meeting public testimony and the 5 community forums (so far):

- Aging of people with IDD's
- Caregiver supports
- Fight the reduction in waitlist draws
- Autism resources & support
- Parent training & information (improve Stone Soup)
- Improve services & transition planning with families for youth
- Inclusive childcare (promote Project IN!)

## Community Forum Data, cont'd



- Increase supported employment programs:
  - Improve DVR and vocational center coordination
  - Accessible transportation & supported housing as employment barriers
  - Train employers on EmploymentFirst
- Services for people with FASD and/or challenging behaviors
- Increased telepractice and distance delivery:
  - Waiver services & training for professionals
- Services for victims of domestic and sexual assault with disabilities

## Community Forum Data, cont'd



- Integrate DD and behavioral health services
- Advocate for a living wage for Direct Service Providers (DSPs)
- Conflict-free case management and care coordinator shortage
- Get ABLE Act passed
- Increased inclusion into communities, activities, and events
- Supports for parents with disabilities
- Medicaid Reforms:
  - Extend prescription limitations so villagers can keep supply
  - Appropriate acuity rate-setting

**After the break...**



**let's begin creating objectives!**