SMARTIE Goal Planning & Reflection Form

Program/Provider Name: _____License #: _____

Date: _____

Completing this form will help you clearly identify what you want to achieve while making sure the goal is objective, reasonable, and that progress can be tracked over time. It can be used to make sure you are considering how all people are impacted and in a way that encourages equity.

The SMARTIE goal framework can help you set goals that are:

Specific
Measurable
Achievable
Realistic
Time-Bound & Tracked
Inclusive
Equitable

Specific and **Achievable Goal:**
Timebound and Tracked:
Begin date:_____ Reflection date: (12 months later):_____
Measurable standards to be used:

A **Realistic** plan to achieve this goal includes these steps.	By (date)

Thinking about **Inclusion & Equity**, can you imagine there being any unintentional different impact among historically marginalized groups? How might inequity or exclusion show up? For whom?

How could you change the goal to either mitigate that different impact or make Equity and Inclusion more explicit?

Reflection: (To be completed after 12 months)

Date:_____

What led you to choose this goal?
Please describe the activities or steps you took in working towards this goal.
What challenges did you encounter as you worked to achieve it?
How do you feel you were successful in achieving this goal or making progress towards achieving it?
What resources did you access as you worked toward achieving this goal?
What insights did you have or what did you/your program learn from this process?
How did working towards this goal impact the children, families, and program staff?
Anything else you would like to share?