



## Worksheet: SMARTIE Objectives

### Writing Objectives

Using SMART (Specific, Measurable, Achievable, Realistic, Time-bound) Objectives is useful at monitoring your work and describing your accomplishments. By integrating Inclusion (I) and Equity (E) to make SMARTIE objectives, you can ensure your organization's commitment to equity and inclusion is supported by tangible and actionable steps.

**Specific** – What are we going to do, and for whom?

**Measurable** – Is it quantifiable and can WE measure it?

**Achievable** – Can we get it done in the proposed time frame with the resources and support we have available?

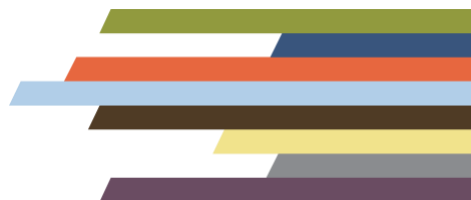
**Relevant** – Will this objective influence the desired risk/protective factor or substance misuse behavior?

**Time-bound** – When will this objective be accomplished?

**Inclusive** – How will you include disproportionately affected people in processes, activities, and decision-making in a way that shares power?

**Equitable** – How will you include an element of fairness or justice that addresses systemic injustice, inequity, or oppression?

Writing SMARTIE Objectives does not need to be overly complicated. This worksheet can serve as a tool to easily develop them for logic models, sustainability plans, funding applications, and other needs. One example is filled in on the next page, and blank tables are provided on the following pages.



Example:

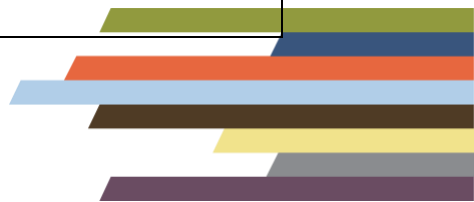
Overall Goal: Reduce the percentage of high school students who ever used marijuana from 28% to 24% as measured by the Youth Risk Behavior Survey. Risk factor #1: Parents have low perceived risk of harm of youth marijuana use.	
SMARTIE Component	Objective
<b>Specific</b>	Implement an evidence-based parent curriculum related to medical and mental health risks associated with youth marijuana use to increase parent's perceptions of risk of harm when youth use marijuana.
<b>Measurable</b>	% change in parents' perceived risk of harm towards youth marijuana use as measured by a program survey (pre-survey, post-survey, 6-month follow-up).
<b>Achievable</b>	We have commitments from enough schools (6 schools) to make a difference and the right resources to deliver the curriculum with fidelity. We have separate funding to offset transportation and childcare costs for participants, and to provide food at each session.
<b>Relevant</b>	Yes, the selected curriculum shows prior evidence that this specific risk factor can successfully be changed in communities like ours.
<b>Time-Bound</b>	The curriculum will be implemented in 6 schools within 2 years.
<b>Inclusive</b>	Engage Hispanic parents from selected schools to select and promote the curriculum within the community to ensure cultural relevance; use materials translated into Spanish to reach Hispanic families
<b>Equitable</b>	Hispanic families were identified as underserved, Hispanic parents will be directly involved with the program selection and promotion, and guide program improvements and adaptations as needed.
<b>SMARTIE Objective:</b> Within 2 years, deliver an evidence-based parent curriculum to at least 150 parents from 6 schools, including at least half delivered in Spanish, to increase parents' perceptions of harm of youth marijuana use by 12% as measured by the program's pre-, post-, and follow-up surveys.	



Worksheets:

Output, Objective, or Goal:	
SMARTIE Component	Objective
Specific	
Measurable	
Achievable	
Relevant	
Time-Bound	
Inclusive	
Equitable	
SMARTIE Objective:	

Output, Objective, or Goal:	
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