What are SMART Goals?

Statements of the important results you are working to accomplish

Designed in a way to foster clear and mutual understanding of what constitutes

expected levels of performance and successful professional development

What is the SMART criteria?

|  |  |  |  |
| --- | --- | --- | --- |
| **S** | Specific | What will be accomplished?  What actions will be taken | Your Answer |
| **M** | Measurable | What data will measure the goal?  How much?  How well? |  |
| **A** | Achievable | Is the goal doable?  Does the member have the necessary skills and resources? |  |
| **R** | Relevant | How does the goal align with broader goals? Why is the result important? |  |
| **T** | Time-Bound | What is the time frame for accomplishing the goal? |  |

Where to start- laying out the groundwork

1. Start by thinking about what the member talked about during the comp assessment ((HAT) or at a visit.
2. Figure Out What's Going On that could be reasonable goals - find out the details.
3. Utilize open ended questions to obtain information to the extent they'll let you, while you find out exactly what they need from you.
4. Let them thell their story.
5. Looking for details of an immediate situation, while taking into account other potentially important things like socioeconomic, psychological, and physical state.
6. Realize that this is an ongoing process, as people change, as circumstances influence them.
7. Utilize member strengths/barriers to assist in formulating the goal statement

What is Expected of You?

1. Assist and collaborate with the member/health care team to help the member develop clear goals and achieving the goal
2. Apply strength base approach- avoid taking over, doing everything in order to save time
3. Assist in identifying next steps (and readiness to take them)
4. Determine what’s already done/known regarding the goal
5. Assist with identification of resources
6. Determine consumer/clients’ level of motivation, level of understanding (pay attention to PAM score)
7. Determining person’s level of readiness to work on the goal?

Common types of goals are to:

* + Increase something
  + Improve something
  + Learn something
  + Reduce something
  + Develop something (knowledge, Skill)
  + Apply something (learned skill?

Some typical ways to measure success may include:

* As evidenced by member reports or keeping a journal of efficacy of what they apply or take
* As evidenced by MD documentation or MD encounter documentation
* Member demonstrating application of learned coping skills, stress reduction strategies
* Member completing a task such as the housing process, setting up CDPAS
* MEASUREMENTS MUST BE CLEARLY DEFINED
* Modify the goals and objectives as needed, keeping in mind the client's health and ease of meeting the objectives.
* Show progress!

Examples of Measurable and Non-Measurable Treatment Goals

Non-measurable goals

* Member will effectively manage their depression.
* Member will decrease their depression by 50%.

Measurable Goals

Member’s score on the PHQ-9 will be reduced from 20 currently to 10 or less over the next month.

Over the next 3 months member will learn and apply 1-2 coping skills to reduce stress as evidenced by member’s report.

Or

Member will keep a journal to monitor effectiveness of apply 1-2 coping skills to reduce stress

Non-measurable goal

Member will address their alcohol abuse.

Measurable

Member will attend at least 2 AA meetings per week for 10 consecutive weeks evidenced by member’s report

Over the next 6 weeks member will work with his therapist to learn and apply at least 3 triggers to drinking per therapist report/ or member’s report.

Non- Measurable

Member will schedule her transportation

Measurable

Member will demonstrate the ability to schedule her own transportation at least 1x over the next 3 months

Non- Measurable

Member will get her mammogram

Measurable

Member will complete her breast screening by obtaining her mammogram within the next 6 months

Non measurable

Member will start chemical dependency

Measurable

Member will engage in chemical dependency services by attending his assessment and continued appointments over the next 3 months

Is this a SMART Goal?

Facilitate member’s health management by coordinating care among multiple in-network providers to promote member's medical & psychosocial goals on an ongoing basis

Over all Goal Statement: I want to gain independence and self empowerment so I can live a healthy, balanced, socially appropriate/active lifestyle to increase joy and life fulfillment.

Goal: Within the next 6 months Judith will learn to better manage stress by increasing coping skills to help reduce asthma flare ups to less than once a month

Interventions: HHS & Judith will discuss & review unhealthy, self destructive ways that are frequently used to respond to stress often causing even more stress & worsening asthma flare ups

Intervention: Judith will learn basic methods of controlling stress & improving healthy coping skills on an ongoing basis to better manage signs and symptoms of asthma flare ups

Goal: With in the next 8 months Judith will learn to effectively communicate with providers and community resources to address psycho social needs by calling at least 1 provider a month

Intervention: HHS will support, encourage mbr on the importance of effective clear communication when speaking with providers & community resources by calling the correct provider