



# Setting Indigenous S.M.A.R.T. (I-SMART) Goals

Reaching Desired Outcomes for  
Indigenous Youth



**Tribal Youth Resource Center**  
[www.TribalYouth.org](http://www.TribalYouth.org)

# BEFORE WE BEGIN:

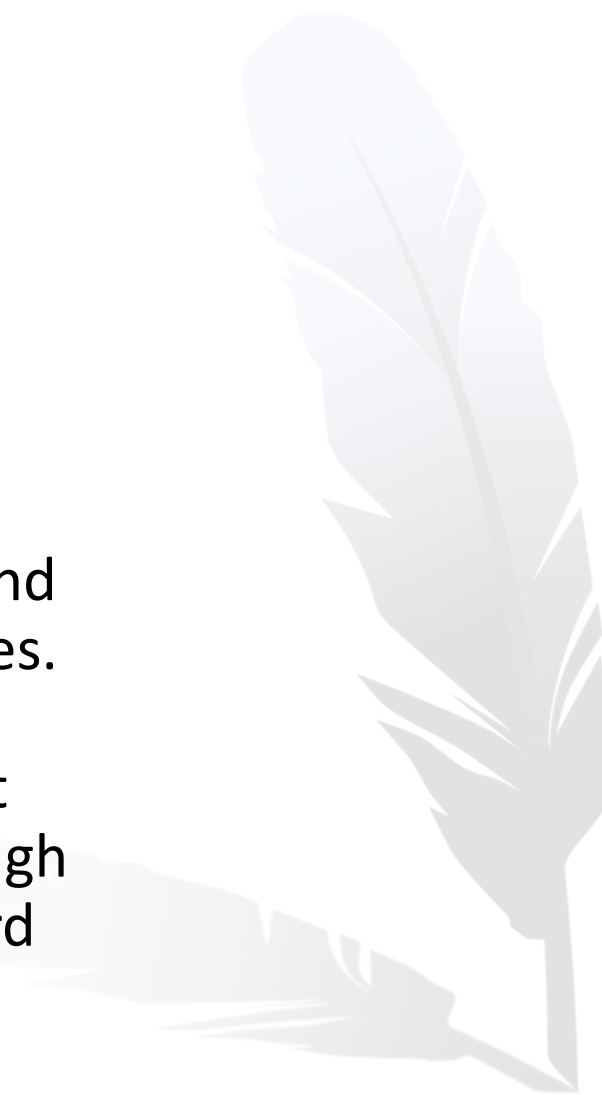
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# ▶ REACHING DESIRED OUTCOMES FOR OUR YOUTH REQUIRES...

## **Strategic Planning and Implementation:**

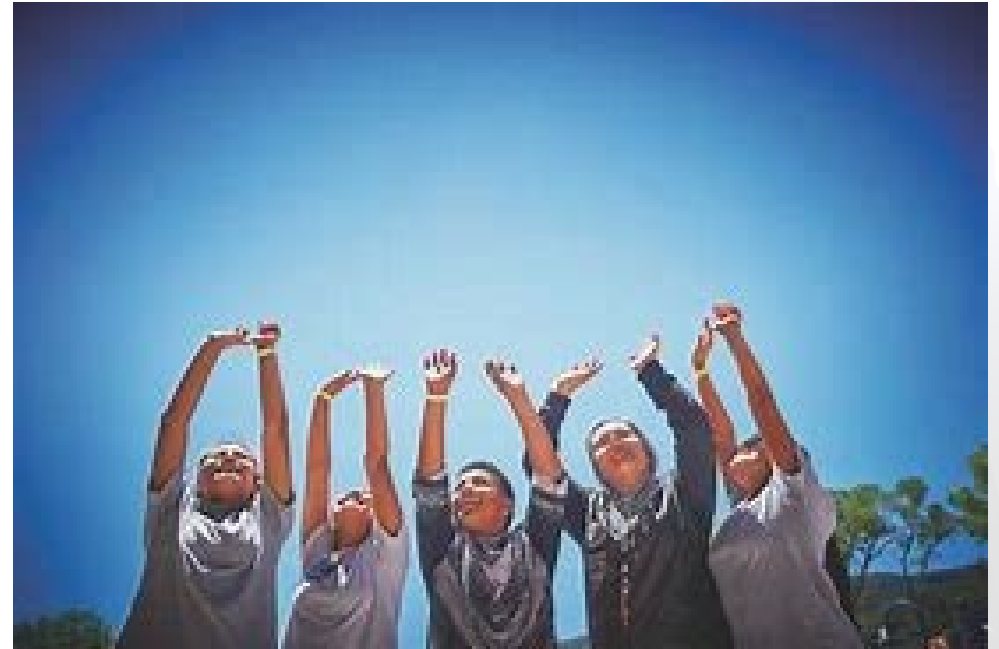
### A Critical Guide for Embarking on a Journey

Planning for the future of the current and coming generations was and is always a priority for Tribal Nations, Villages, and Indigenous peoples. The children are seen as precious gifts from the Creator and their futures involve the critical responsibility of planning and carrying out those plans with deliberation, cultural inclusion, and honor; so through their strategic plans, grantees will have a guide on the journey toward achieving their goals.



# ▶ PLANNING TO PLAN

- Determining and Prioritizing Goals
- Decision-Making Process
- Coordination and Delegation
- Inclusion of Youth & Community Voice





# ▶ INTRODUCTION

To plan for a future that includes an environment in which your youth can thrive, the first step is to re-sculpt the original goals submitted in your grant.



# SMART GOALS

## ***Be Indigenous SMART***

### **I-SMART Pro-Tip:**

- Always look at how your goals are grounded in community and culture.

**Time-Bound  
(Specific  
Timeline)**

**Specific  
(Well-  
Defined)**

**Measurable  
(Can you  
quantify or  
descriptively  
measure?)**

**Relevant (Based  
on Community  
Strengths and  
Needs)**

**Achievable  
(Realistic)**

# ▶ IMPORTANCE OF SMART GOALS PROCESS



- **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. The entire team is engaged in the planning process.
- **Re-structure** your goals 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 SMART format:  
*Engage and include community youth with 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 development of a Tribal Youth Program.*



Example of a goal in SMART format:  
*Increase youth serving programs and school partnerships by 25% over the next 6 month period to support the development of a Tribal Youth Program at the Trinidad Rancheria.*

## TIPS FOR GOAL DEVELOPMENT

- Look back at your Project Narrative.
- Which resources (people, services, partnerships) can support you in addressing the issues?
- Keep in mind you may need to add additional goals to your strategic plan (beyond what was initially submitted in your grant).



# 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-Tips:

- 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 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?



# DEVELOPING SUPPORTIVE OBJECTIVES

Objectives are focused, measurable, and concrete, and they support the broader or long-term goals that your team has set forth. It is important to set out clear objectives to support your goals and desired outcomes.

- Objectives provide clarity on what services will be offered by the TYP.
- Objectives provide clarity on who is responsible for specific services and activities being offered by the TYP.
- Objectives provide guidance for the team to develop a detailed action plan and timeline.
- Objectives may also guide the team in determining the types of data the TYP chooses to collect.



# ▶ SMART OBJECTIVE EXAMPLE

**Goal: Develop a Tribal Youth Community Needs Assessment by September 8, 2023.**

**Objective 1:**

By 07/1/2023, Members of the TY Community Planning team will meet to discuss content scope of the TY Community Needs Assessment & identify resources to support the development of a TY Community Needs Assessment.

**Objective 2:**

By 7/15/2023, Members of the TY Community Planning team will work via email to develop a “Task to Complete Timeline” for the development and implementation of the TY Community Needs Assessment.

**Objective 3:**

By 8/30/2023, A designated individual from the TY Community Planning Team will disseminate the TY Community Needs Assessment to all adult members of the Tribe & middle school and high school Trinidad Rancheria youth.

## GROUP DISCUSSION

Please share any new ideas that arose during your discussion and what was of value from this experience.





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THANK YOU!

