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Before We Get Started

- ▶ This project was supported by Grant #15PJDP-24-GK-02602-MUMU awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice.
- ▶ The opinions, findings, and conclusions or recommendations expressed in this program are those of the author(s) and do not necessarily reflect those of the Department of Justice.



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

*Reaching Desired Outcomes for
Indigenous Youth*

July 1, 2025





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, Pueblos, Villages, and Indigenous peoples. The children are seen as sacred gifts from the Creator and their futures involve the critical responsibility of planning and carrying out those plans with deliberation, culture and lifeways inclusion, and honor; through the strategic planning process, grantees will have a guide on the journey toward achieving their goals for their youth.



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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.





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➤ **Traditional Planning**

- Determining and Prioritizing Goals
- Decision-Making Process
- Coordination and Delegation





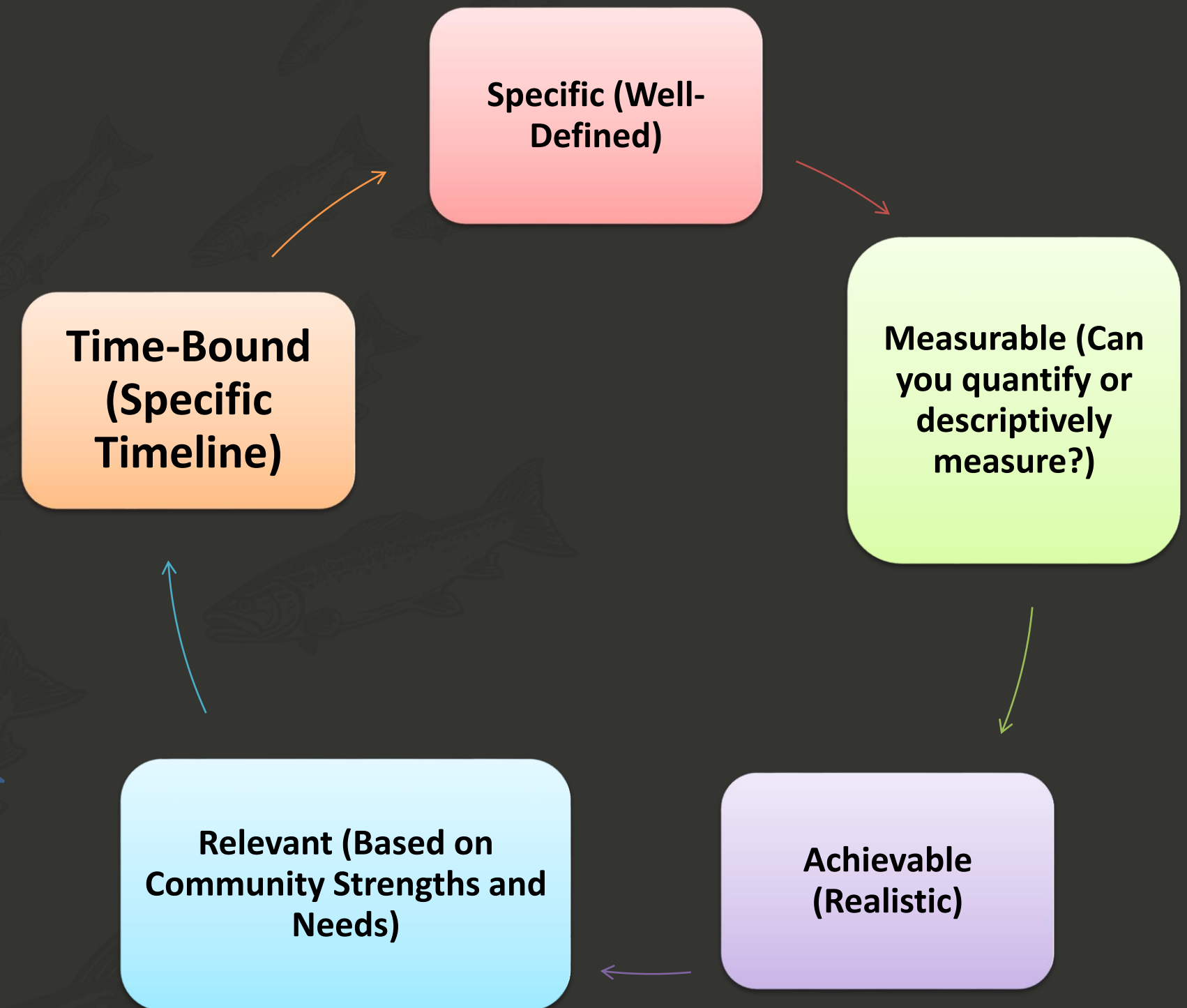
The Why of Creating SMART Goals

SMART Goals



Be Indigenous SMART
I-SMART Pro-Tip:

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





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

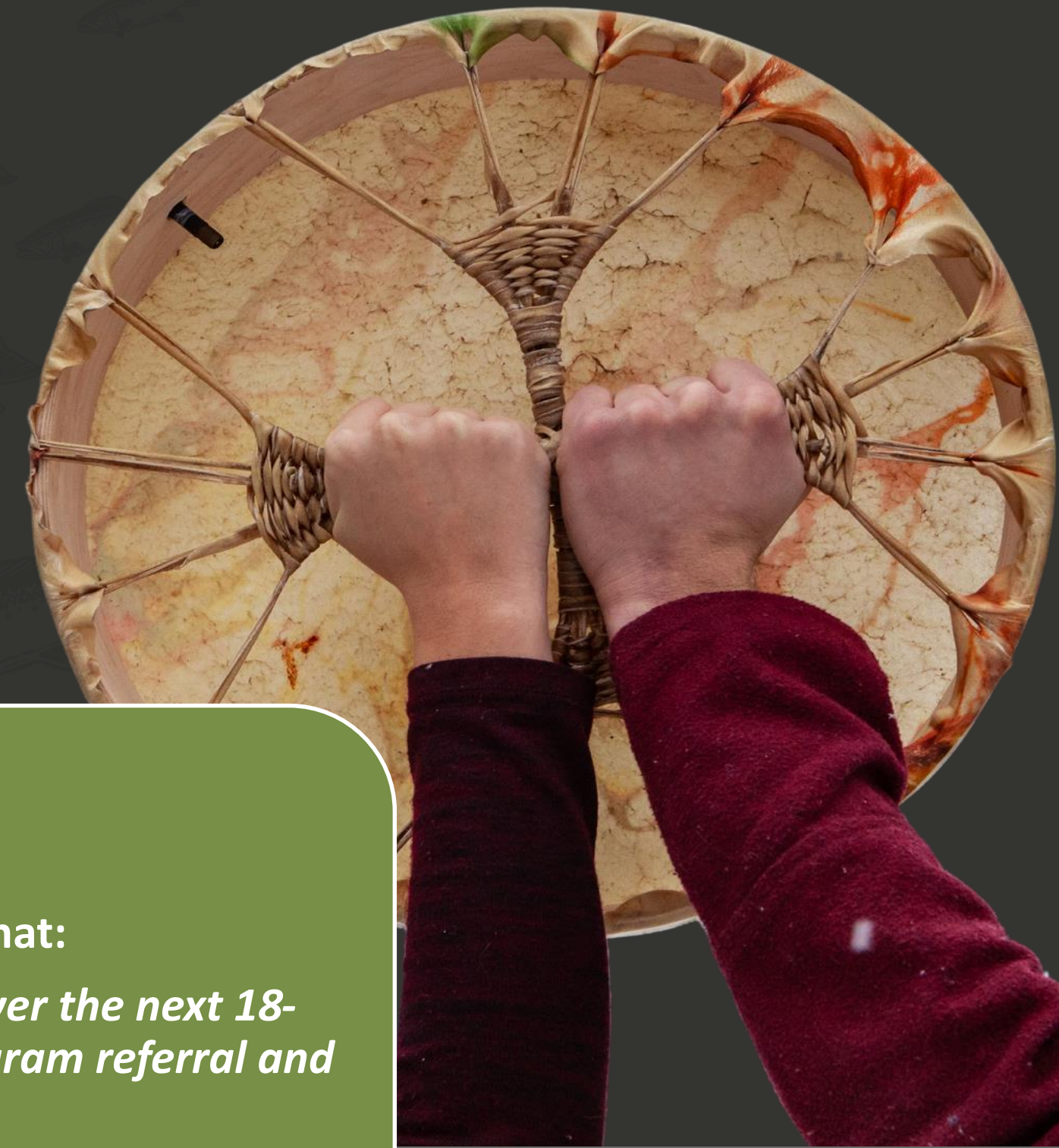
Example of a Goal Statement:

Develop a youth council.



Example of a goal in SMART format:

Engage and include community youth within the planning and development of a tribal youth leadership council during year one of the project period.



Example 2 of a Goal Statement:
*Increase partnerships to support the Tribal Youth
Truancy Program.*



Example of a goal in SMART format:
*Increase local school partnerships by 25% over the next 18-
month period to support the Tribal Youth Program referral and
services processes.*



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).





Table Work



- Work with your team or if you are a "team of one" >> review goals in the grant and decide which if not all should be written into the SMART goal format

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

- Please share your original goal and the goal transformed with the SMART goal process.
- What ideas come to mind for securing youth and family input into your TYP program goals?





The Why of Creating SMART Objectives



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.

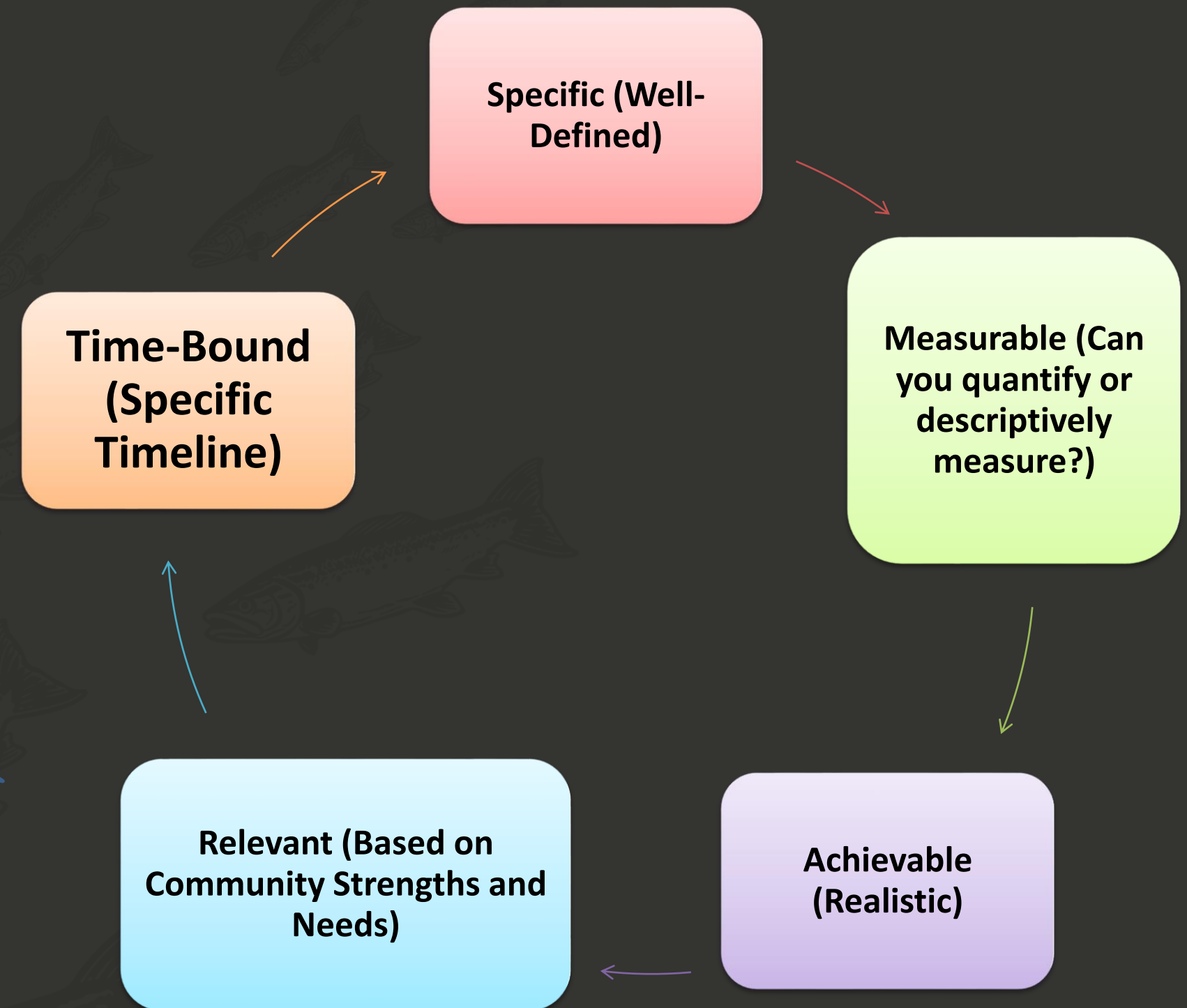
- Objectives provide clarity on what resources, services and activities will be offered by the TYP.
- Objectives provide clarity on who is responsible for specific resources, services, and activities are being offered by the TYP.
- Objectives provide guidance for the team to develop a detailed action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

SMART Objectives



Be Indigenous SMART
I-SMART Pro-Tip:

➤ Always look at how your objective will contribute to accomplishing your goals.





SMART Objective Example

Goal:

- Increase academic success for middle school tribal youth by 10% during the 2025-2026 school year.

Objective 1:

- By 11/1/2025, TYP staff will work with middle school guidance counselors to identify 20 youth who would benefit from working with an academic mentor

Objective 2:

- By 12/5/2025, TYP staff will plan and coordinate a Talking Circle with middle school Tribal youth to engage them in developing an academic mentor program.

Objective 3:

- By 1/15/2026, TYP staff will develop academic mentor recruitment plan with the Tribal college and/or local college.



Developing Your **SMART Objectives**



Group Discussion

Please share any new ideas that arose during your work on developing SMART goals & objectives and what was of value from this experience.

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“Love your life, perfect your life, beautify all things in your life. Seek to make your life long and its purpose in the service of your people.”

- Chief Tecumseh



Any Questions?





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