

Workshop: Are Your Support Programs for Service Members Effective?



Setting SMART Program Objectives

S (Specific)	M (Measurable)	A (Achievable)	R (Relevant)	T (Time-Bound)
<ul style="list-style-type: none"> Detailed, well-defined Do objectives specify what program needs to achieve? 	<ul style="list-style-type: none"> Numeric, observable Can you measure whether or not the program is meeting its objectives? 	<ul style="list-style-type: none"> Actionable, appropriate Can objectives reasonably be attained given available resources? 	<ul style="list-style-type: none"> Considers population needs Do objectives relate to program's primary goals? 	<ul style="list-style-type: none"> Defined end point By when do you want to achieve the set objectives?
<p>A specific objective is clear and unambiguous. It answers what is expected, why is it important, who's involved, where, etc</p>	<p>A measurable objective provides concrete criteria for measuring progress. If it is not measurable, it is not possible to know if the program is meeting the objective or not.</p> <ul style="list-style-type: none"> How much change? How many people? How will the program know it is accomplished? 	<p>An attainable objective is realistic and achievable. An attainable objective addresses the question:</p> <p>"How can the goal be accomplished"</p>	<p>An objective must be relevant so programs and participants are willing to work towards it. A relevant objective addresses the question:</p> <p>"Does this seem worthwhile?"</p>	<p>A time-bound objective provides a specific time frame, serving as a commitment to a deadline. These objectives can be set in a range of ways including, but not limited to asking:</p> <p>What will be accomplished:</p> <ul style="list-style-type: none"> 6 weeks from now? 6 months from now? 1 year from now?