# UDS RAPID: SMARTIE Goal Worksheet

* *If you have any questions while completing this worksheet, email* *UDSrapid@jsi.com**! Also know that you can use this as a living document as you move forward with your improvement.*
* *Complete this worksheet with your team between RAPID Session 3 and Session 4. Email your completed SMARTIE Goal worksheet to* *UDSrapid@jsi.com* *before Session 4. Be sure to include your health center name and the cohort in which you are participating.*

## What improvement will you try to improve your results on the measure of focus?

*Detail what, specifically, you plan to change or implement in an effort to improve your process and results for this measure. What will you do? When? Who will do it?*

[Describe your selected improvement in detail here.]

## How does this improvement address the challenges you have identified so far in this RAPID series?

*Explain how this improvement addresses the problems laid out in your problem statement and process review. Also, explain how the improvement takes into account the external environment (as discussed in the PEST analysis).*

* [Explain here]
* [Explain here]
* [Explain here]

## Set your SMARTIE Goal for this improvement to your measure.

**For goals to be effective in driving an organization’s performance, they need to be:**

* **Strategic:** Reflects an important dimension of what your organization seeks to accomplish (programmatic or capacity-building priorities).
* **Measurable:** Includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities).
* **Ambitious:** Challenging enough that achievement would mean significant progress; a “stretch” for the organization.
* **Realistic:** Not so challenging as to indicate lack of thought about resources or execution; possible to track and worth the time and energy to do so.
* **Time-Bound:** Includes a clear deadline.
* **Inclusive:** Brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
* **Equitable:** Includes an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression.

Set your Health Center’s SMARTIE Goal for the improvement on your Measure of Focus:

*Please describe the* ***goal*** *for the improvement your health center has chosen in 100 words or less. Be sure the goal is SMARTIE and is a fairly direct result of the improvement you have chosen.*

[Enter your SMARTIE goal for your improvement here]

## Taking Action on your Selected Improvement and SMARTIE Goal

1. Has a similar improvement with a similar goal previously been attempted at your organization and succeeded (e.g. implementing a best practice, change in practice or developing standard processes, other change management projects)? If so, what factors helped it succeed?

[provide your answer here]

1. Has a similar goal been attempted previously at your organization that was **not** successful? If so, what went wrong and why?

 [provide your answer here]

1. Are there members of the leadership team or “champions of change” within your organization that can be called upon to support the implementation of your improvement and achieving SMARTIE goal? List as many as possible.

|  |  |
| --- | --- |
| **Champion of Change** | **How can they support?** |
| [fill out this table] |  |
|  |  |
|  |  |
|  |  |

1. In the chart below on the left, list 3 barriers you foresee to implementing your improvement and achieving your goal. Think about what you listed in your initial problem statement. Then, write 3 potential solutions or facilitators on the right.

|  |  |
| --- | --- |
| **Potential Barrier** | **Potential Solution or Facilitator** |
|  [fill out this table] |   |
|   |   |
|   |   |

1. Write down action steps that need to be taken to help your organization achieve this SMARTIE goal and the target completion date.

|  |  |
| --- | --- |
| **Action Step** | **Target Completion Date** |
|  [fill out this table]  |   |
|   |   |
|   |   |
|   |   |