

SMARTIE GOAL SETTING

INSTITUTE *on* COMMUNITY INTEGRATION | UNIVERSITY OF MINNESOTA



SPECIFIC. Clear and focused **DETAILS** describing what will be done.



MEASURABLE. Progress is assessed using **DATA** that is tracked over time.



ATTAINABLE. The team is **ABLE** and **AGREES** to accomplish the goal as written.



RELEVANT. The goal is **MEANINGFUL** and aligned with values and outcome statements.



TIME-BOUND. Clear **START** and **END** date to achieve completed work.



INCLUSIVE. INCLUDES setting the conditions for sharing power, collective policymaking, and data-informed decision-making with traditionally marginalized people.



EQUITABLE. Elements of **FAIRNESS** and **JUSTICE** that addresses systemic inequity and oppression.
