

SMART Goal Guidelines

Specific – The goal must be specific enough for anyone to understand what you are trying to achieve. *What* do you want to accomplish and *why*?

Measurable – There must be some way to track progress on the goal so you’ll know when it has been achieved.

Attainable – The goal should be challenging, but it should also be realistic given the available resources.

Relevant – The goal should be consistent with your mission, vision, values, and other goals.

Time-bound – The goal should have a time frame for when you will accomplish the goal.

Not SMART	SMART Goal with Output	SMART Goal with Outcome
Our agency will help victims feel safer.	Our agency will complete personalized safety plans with 100 clients between July 1 and September 30, 2017 in order to empower victims with safety strategies.	At the conclusion of each case management session held between July 1 and September 30, 2017, 90% of residential and non-residential clients will be able to articulate three steps in their personal safety plan.
Our agency will respond to victims of sexual assault at the hospital.	By June 30, 2017, our agency will respond to 20 victims of sexual assault at the hospital in order to provide support and information about resources.	Out of all sexual assault survivors who receive hospital accompaniment services between July 1 and June 30, 2017, 90% will report increased knowledge of their legal and medical options within 24-hours of receiving services from our victim advocates.
Our agency will eliminate domestic violence-related homelessness within one year.	Our agency will provide emergency sheltering services to 400 victims between July 1 and September 30, 2017 in order to reduce homelessness caused by domestic violence.	Out of those victims who receive emergency sheltering services between July 1 and September 30, 2017, 80% will transition into their own housing within 6 months of entering our domestic violence program.
Our agency will require all victims to participate in support groups in order to boost attendance.	By June 30, 2017, our agency will facilitate 24 sexual assault support groups for at least 50 survivors in order to reduce feelings of isolation.	Out of those survivors who participate in sexual assault support group between July 1 and June 30, 2017, 90% will report decreased feelings of isolation.
On an ongoing basis, we will partner with other organizations in the community to provide services and referrals for survivors.	By September 30, 2017, we will partner with at least five new organizations in our community in order to strengthen our continuum of care.	By September 30, 2017, we will provide cross-training to at least five new organizations in our community with the result that 95% of participants in these trainings will report increased knowledge of the victim services available and how to refer a victim to services.