

SMART Goals Worksheet – SPEAK UP

Research shows people and teams are more likely to achieve goals that are written down and framed as a SMART goal. SMART goals are Specific, Measurable, Achievable, Relevant, and Time specific.

Step 1: Embrace the long-term audacious SMART goal for the SPEAK UP Program. The long-term goal for the SPEAK UP program is: **By 2035 SPEAK UP Champions will eliminate perinatal disparities in their organizations and communities throughout the United States.**

Step 2: Create your short- and mid-term structure goals.

Examples of structures are: type and amounts of education, electronic health records, number and types of safety drills, unit geography, staffing patterns.

Set a short-term goal that can be accomplished in approximately 6 months-1 year.

By _____(insert date) _____
(insert your name and the name of others that the goal applies to) will

_____ (insert the specific details of the structures you will improve)

Set a mid-term goal that can be accomplished in approximately 2-5 years.

By _____(insert date) _____
(insert your name and the name of others that the goal applies to) will

_____ (insert the specific details of the structures you will improve)

Step 3: Create your short- and mid-term process goals.

Processes the behaviors of the health care team. For example, quantification of blood loss, labor support, safety huddles.

Set a short-term process goal that can be accomplished in approximately 6 months-1 year.

By _____(insert date) _____
(insert your name and the name of others that the goal applies to) will

_____ (insert the specific details of the processes you will improve)

Set a mid-term process goal that can be accomplished in approximately 2-5 years.

By _____(insert date) _____
(insert your name and the name of others that the goal applies to) will

_____ (insert the specific details of the processes you will improve)

Examples of Structure Goals:

Example #1: By _____ (insert date) I will form and mobilize the SPEAK UP Against Racism Action Team at _____ (insert the name of the organization) and the team will complete the Justice and Equity Assessment.

Example #2: By _____ (insert date) the SPEAK UP Action Team will meet regularly (e.g., every week) to review goals and make adjustments to the SPEAK UP Action Plans.

Example #3: By _____ (insert date) the SPEAK UP action team at _____ (insert the name of the organization) will set short- and mid-term process goals that will ensure we eliminate all of the injustices and inequities identified during our Justice and Equity Structure and Process assessment.

Example #4: By _____ (insert date) _____ (insert the name of the organization) will begin to track and report perinatal outcomes by race and ethnicity.

Examples of Process Goals:

Example #1: By _____ (insert date) all perinatal health professionals who work at _____ (insert the name of the organization) provide all people in labor equitable access to non-pharmacologic evidence-based labor support, e.g., freedom to move and walk during labor, a spacing ball, a support person.

Example #2: By _____ (insert date) all perinatal health professionals who work at _____ (insert the name of the organization) will ensure that every person who is pregnant, who is in labor, or who gives birth has equitable access to evidence-based interventions, e.g., gives birth in a facility that has implemented all components of the national safety bundles, supports vaginal birth, knows AWHONN's POST-BIRTH warning signs prior to being discharged from the hospital.