

## How to Develop SMART Objectives

**SMART** objectives are useful for setting priorities, planning and measuring progress toward employee wellness program goals. Instead of addressing broad goals, such as “The district will provide wellness activities for staff,” **SMART** objectives include 5 specifics:

<b>Specific</b>	What will change? For whom?
<b>Measurable</b>	How much change is expected? Use the phrase “as measured by.”
<b>Action Oriented</b>	How will it be done? Are the resources and support needed available?
<b>Relevant</b>	Does it address the health priorities of employees and affect your organization’s wellness program goals?
<b>Timeline</b>	When will the change occur? When is the deadline for achieving this?

Putting the five specifics together creates an objective that explains the goal, who it pertains to, action that will be taken, how success will be measured, and when it will be accomplished.

### SMART Objective Example

**Specific:** Klickitat School District staff will walk daily for exercise

**Measurable:** 60% of staff will walk, **as measured by** activity logs

**Action Oriented:** Hold a fitness challenge, provide fitness trackers, and handout activity logs

**Relevant:** A recent staff interest survey indicated that most staff are interested in being more physically active

**Timeline:** By May 30, 2022

*By May 30, 2022, 60% of Klickitat School District staff will walk daily during the fitness challenge as measured by activity logs.*

### More SMART Objective Examples

*By May 30, 2022, 40% of school employees will participate in School Employee Wellness (SEW) program activities to improve their health and wellness **as measured by** SEW program sign in sheets and staff participation tracking system.*

*By June 2022, 60% of staff will participate in at least one team wellness challenge **as measured by** staff who completed the challenge.*

*By May 2022, 30% of staff will report their overall satisfaction with the Employee Wellness Program as “satisfied” or “very satisfied” **as measured by** the annual all staff survey.*

*By December 2021, Mighty Fine Community College will complete three of the four Blueprint steps for sustainability, **as measured by** Wellness Committee meeting minutes.*

*By December 2021, 35% of staff who complete the survey will report “Agree” or “Strongly agree” to the statement “I am involved in a workplace where I feel cared about, valued, and respected,” **as measured by** the annual all staff survey.*