



# Family Plan Goal Development

HMG HV Technical Assistance

2/27/2014



# Why Family Plan Goals?

Family Plan goals are used to plan formal and informal services; as well as identify the resources to meet them.

Enables the family and home visitor to track the family's progress as they work toward accomplishing each goal.



# Who Develops FP Goals?

The Home Visitor and the parent/family are the primary participants; but others may also be involved if the parent/family consent.



# Guidelines

“Goals are established in partnership with families using multiple sources of information, including parents’ interests and needs, family-centered assessment, and screening results.”

Source: 2013 Parents As Teachers Quality Standards



# Guidelines

The home visitor and the family identify the immediate needs and issues as well as family strengths and resources.

If the family has any unmet needs, your role as a home visitor is to help them learn about appropriate community resources.

The primary goals should be chosen by the family, and stated in their own words.



# Guidelines

The home visitor assists the parents in prioritizing goals.

The Home visitor offers observations of strengths and resources, notes any concerns of the family and any information needed to address them.



# How do you learn about a family?

- Through observations and conversations
- Asking open-ended questions and active listening
- A formal needs assessment or screening to determine psychosocial, health, or mental health needs
- The results from other screenings such as the ASQ, PSI, AAPI, etc.



Goals need to be concrete and measurable. **Think SMART.**

**S** \_\_\_\_\_ – Is the goal precise, concrete, clear, a single idea, understandable to outsiders?

**M** \_\_\_\_\_ – Will you know when you have reached or accomplished the goal?

**A** \_\_\_\_\_ – Does the goal state what you want for your child or family to accomplish within the next 180 days?

**R** \_\_\_\_\_ – Is the goal related to your child and family's needs? Does it support your child's development and parent-child relationships?

**T** \_\_\_\_\_ - Do the goals reflect the strengths and concerns that you have for your child and family? Are they written in words you can understand?



Could you respond “yes” to these questions for the goals you have written?

# S.M.A.R.T.

- Specific: a general goal would be, “Get in Shape.” A specific goal would say, “Join a health club and workout 3 days a week.
- Measurable: concrete criteria for measuring progress toward attainment of each goal. A measurable goal answers how much, or how many; and/or how will I know when it is accomplished?



# S.M.A.R.T. Goals

- **Attainable:** identify goals that are most important; and plan steps wisely, establish a time frame that allows you to carry out those steps
- **Realistic:** realistic and relevant. to be realistic, a goal must represent an objective toward which you are both willing and able to work
- **Timely:** A goal should be grounded within a time frame.

Source: Top Achievement



# Goal Development

“Goals should be developed that are meaningful to the family; that include the timelines for completing the plan, how the goal plans are collaboratively developed, periodically reviewed and updated and what resources are used.”



Source: HFA, Quality Assurance and Accreditation



# Goal Development

“The focus is not so much about how many goals the families complete, but about the skills parents build in the process of developing and working on goals. The process also supports parental empowerment, enhances family functioning and builds protective factors.”

Source: HFA, Quality Assurance and Accreditation



# Examples

- Goal topic: child development
- Brief goal description: Sleeping Habits
- Full goal: Would like to have her sleep in her own crib
- Helpful resources/Achievement criteria: Mom, dad and HMG home visitor
- **Ask yourself—is this goal SMART?**



# Examples

- Goal topic: child development
- Brief goal description: Control temper
- Full goal: We would like Barbie to be kind when playing with others and control her temper. We will know she has reached this goal when she uses her words instead of her hands to express herself and when she is able to take turns.
- Helpful resources/Achievement criteria: Family and Help Me Grow
- **Ask yourself—is this goal SMART?**



# Examples

- Goal topic: Prenatal Care
- Brief goal description: deliver a healthy baby
- Full goal: We want to have a full term healthy baby.
- Helpful resources/Achievement criteria: Keeping pre-natal appointments; eating nutritious foods, taking pre-natal vitamins, keeping stress at a minimum.
- **Ask yourself—is this goal SMART?**



# Examples

- Goal topic: Smoking cessation
- Brief goal description: quit smoking
- Full goal: The parents of the unborn child would like to quit smoking completely before the baby is born and after.
- Helpful resources/Achievement criteria: HFA, GGK, and any smoking cessation material this home visitor can provide to the family.
- **Ask yourself—is this goal SMART?**



# Some questions to consider.....

- When goals are developed, ask yourself whether they meet the SMART criteria
- Does the goal inspire the parent to work toward its achievement?
  - Have resources been identified? Are they available?
- As you and the parent work to accomplish the goals, do you feel motivated and inspired at each home visit?



# Some questions to consider.....

- For child development goals, is there a better goal than “walking” or “meeting milestones?”

Are you working with a typically developing child who will walk and meet their developmental milestones? Could you help the parent “learn about safety measures in their home and implement changes as appropriate.” Can you assist the parent in “providing developmental activities which enhance the child’s development or the parent-child relationship?”

For example, the parent can make an age-appropriate toy or activity or the parent can make a book to read to their child.



# Some questions to consider.....

- Do the goals that you have assisted in developing support the parent/family in becoming a stronger family, a more informed parent, a more empowered parent?
- How often do you consult your curriculum materials for ideas and creative ways to address any family concerns?



# Some questions to consider.....

- How often do you discuss your challenges in goal development with your supervisor and/or with your peers?
- Do you get discouraged because the parent is uncooperative or unresponsive when it comes to developing goals? Do you allow this to cause you to be discouraged or does it cause you to get more creative?]
- Are you accessing supervision in the development of family plan goals?



For parents who feel too overwhelmed or are not interested in setting a new goal, look for something they are already doing that is benefitting their child or family and build upon that.

Remember, your job is to help the parent feel they can succeed at achieving a goal!!

Source: Growing Great Families, Great Kids, Inc. 2005



