








OBJECTIVE ARE:		EXAMPLE:
	Objectives describe the specific behavioral outcomes that will result in achievement of the permanency goal. An objective clearly describes a behavior that must occur, or that must stop occurring, before the case is successfully closed. (Try to word objectives using positive terms.)	Specific Objective: Within 30 days, Mr. Lazarus will be able to explain to his social worker how he would use alternatives to corporal punishment methods and only use discipline methods that keep the children free from injury.
	The parties to the plan must be able to reach consensus regarding whether the stated objectives have been accomplished.	Some criteria are easy to observe but more difficult to measure. For example, one cannot write a measurable objective related to home cleanliness by quantifying the amount of dirt that is allowable in a home. A practical solution is an objective that includes many observable behaviors that are associated with cleanliness . For example, "the floor will be cleared of dirt, dust, debris, food, and garbage." The objective provides realistic and measurable criteria against which to measure home cleanliness.
	Objectives must be realistic so that clients are able to accomplish them.	For example, "Over the next 6 months, Mr. Lazarus will demonstrate the ability to discipline his children during visits without using physical punishment" is achievable; "Mr. Lazarus will not discipline child" is neither achievable nor desirable.
	Objectives must be selected in the context of the factors that put the child at risk.	If the assessed problem is that the mother is alcoholic and has blackouts during which time the child receives no care, a relevant and result focused objective would be, "Ms. Lazarus will remain sober at all times she is supervising her children and will ensure that her children are adequately supervised at all other times as evidenced by social worker observation, service provider observation and no new referrals for neglect during the next 60 days."
	A timeframe within which the objective can reasonably be expected to be completed should be included in the objective statement.	The assignment of a timeframe provides an additional criterion by which achievement of the objective can be measured. A time-limited would start or end with, "Within (number of days/months)..." or "whenever the parent..."

Case Plan Objectives are S.M.A.R.T. and S.M.A.R.T. case plan objectives....

1. Engage Participants – People support what they create – Margaret Wheatley
 - The social worker role in helping families, children and young adults plan for change is critical to outcomes that ensure safety, permanence and well-being.
 - Families, children and young adults should be **active participants** in identifying case plan objectives and deciding what actions and services would best support them in meeting the case plan goal.
 - The social worker **elicits and listens to the stories of family members (voice)** while taking into consideration **cultural humility** and being sensitive to possible **historical trauma and grief and loss** while incorporating **the family members' expertise and ideas (choice)** in the case plan objectives based on the family's strengths and needs.
 - This exchange of information, guided by the use of **thoughtful solution focused questions**, is the foundation of a relationship of mutual respect and sets the tone for the process of self-discovery and commitment.
2. Meet Specific Requirements – Because of ICWA, my son is growing up with his culture - Chief Judge Allie Greenleaf Maldonado

Effective case plan objectives meet all county, state and federal requirements to address safety, permanency and well-being.

 - Minimum Sufficient Level of Care (MSLC) - The **social standard** for the **minimum** of parent behavior below which a home is inadequate for the care of the child.
 - Reasonable Efforts - **Concerted efforts** to engage the family that is **different for different families**.
 - Active Efforts - ICWA mandates more **intensive efforts, a higher standard beyond "reasonable"** to prevent removal and/or facilitate reunification. (i.e. more frequent face to face contacts)
 - Standardized Assessment Results of Decision Making Tools (i.e. SDM) - Including standardized assessment results from SDM tools in the case planning process reduces bias and maintains focus on the MSLC.
 - Safety Assessment (behavioral changes needed to **resolve** identified safety threats)
 - Risk Assessment (behavioral changes needed to address family factors that will increase the **likelihood** of future maltreatment)
 - Family Strengths and Needs Assessment (identifies the specific strengths and needs of children, youth, including medical and mental health services- guides case plan development)
3. Are Highly Structured – "Begin with the end in mind" – Stephen Covey **CWS/CMS is a templated case plan tool with multiple components that will require customizing to generate strength-based case plan objectives that reflect the strengths and needs of the family, child and/or young adult.**
 - Case Plan Goals (the What?) - Child Welfare Case Plan Goals articulate **an aspiration** of what permanency will look like (i.e. remain home (fm), adoption with siblings, tribal customary adoption) for the children or young adult upon the timely completion of the case plan objectives. **Goals are broad and general in scope.**
 - Case Plan Objectives (the How?) - An objective is a statement that **describes a specific desired behavioral outcome that will achieve the desired permanency goal**. An objective is a statement of a behavior that must be achieved and maintained in order to achieve safety, permanency and well-being for a child or a young adult. Objectives are more specific in scope than goals.
 - Client Responsibilities/Client Services – describes in detail the specific service/activity the individual will participate in that supports the new behaviors or actions that the individual will complete in order to reach the objectives. They include a description of the activity, frequency and duration of time that the individual will need to participate.
4. Individually tailored – "Always address the person in his or her resources first" – Insoo Kim Berg
 - Despite the templated CWS/CMS, case plan objectives are uniquely tailored to the individual members of the family or the identified young adult. Therefore objectives are culturally relevant, representative of community standards of which the family is a member, strength-based and developed in collaboration with the family and their network of support.