

Writing a SMART implementation objective

As part of the Continuing Competence Program, you are asked to state an implementation objective. This means describing **how** you will apply your newly-acquired/reinforced knowledge, skills or abilities to your practice. The Competence Committee supports writing an objective in the SMART format to formalize the details of what you plan to accomplish it. While it's not mandatory to write your objective in this format, it will help you stay focused and lead to successful implementation.

A SMART objective is:

- ✓ **Specific**
 - Specific details providing a clear picture of what you will achieve
- ✓ **Measurable**
 - Establish concrete criteria that measures your progress in achieving the goal you set
- ✓ **Attainable**
 - Your objective is achievable within the current CE Cycle
- ✓ **Relevant**
 - Your objective is related to pharmacy practice
- ✓ **Time-based**
 - Anchor your goal in a grounded timeframe indicating when you will achieve your goal

Format example:

1. Indicate the date you will achieve

your objective



2. Indicate the knowledge you have
gained from the learning activity



By _____, I will use my newly
acquired/reinforced knowledge of _____
to _____ for _____.

3. Indicate what you will do
with this knowledge*



4. Indicate who will be
impacted (e.g., patient,
co-worker)



*The third step is extremely important. This is where you describe how you will implement or apply your learning (i.e., the action or change that will occur as a result of the learning).

General examples of how you could apply your learning

Using your newly acquired/reinforced knowledge, you could:

- Incorporate a new step/tool into your patient care process
- Manage drug therapies and complete care plans
- Implement a policy, procedure, or program
- Provide an education session
- Demonstrate competence when performing a skill/technique (applies only to pharmacy technicians)

Your objective must be specific to your learning and include specific details outlining exactly what you will do with your newly acquired/reinforced knowledge.

Learning vs. implementing

A learning objective is different from an implementation objective. In a learning objective, you are stating what you plan to learn. In an implementation objective, you are stating what you plan to accomplish or do with what you've learned. This may include using your knowledge to assist a patient, answer a question, prepare a presentation, improve your process, or create a new policy. For a pharmacy technician, this may involve demonstrating a newly acquired skill to one of your peers.

Example of an implementation objective:

- *By November 20, 2015, I will use my newly acquired skills of administering injections to administer the influenza vaccine to 30 patients.*

Example of a learning objective; NOT an implementation objective:

- *By November 20, 2015, I will learn how to administer injections.*