

## Answers to STEP 1 Exercise

Objectives	Process or Outcome?	SMART or Not SMART?	Rewrite as SMART objective
<i>Example:</i> Increase awareness of nontraditional career options for women on TANF served by caseworkers trained through the project.	<b>OUTCOME</b>	<input type="checkbox"/> S <input type="checkbox"/> M <input type="checkbox"/> A <input type="checkbox"/> R <input type="checkbox"/> T	Six months after the DHS training, a random sample of women on TANF served by caseworkers at the Westside office will demonstrate 80% greater awareness of nontraditional career options than women sampled prior to the training.
By the end of the workshop, 85% of the students will be able to identify 5 non-traditional trades.	<b>OUTCOME</b>	<input checked="" type="checkbox"/> S <input checked="" type="checkbox"/> M <input checked="" type="checkbox"/> A <input checked="" type="checkbox"/> R <input checked="" type="checkbox"/> T	
By the end of the 1999 Session of the Illinois Legislature, Bill #35 will have been subject to public hearings.	<b>OUTCOME</b>	<input checked="" type="checkbox"/> S <input checked="" type="checkbox"/> M <input checked="" type="checkbox"/> A <input checked="" type="checkbox"/> R <input checked="" type="checkbox"/> T	
Conduct 4-6 outreach and orientation sessions to women residing in targeted urban zones of Chicago.	<b>PROCESS</b>	<input checked="" type="checkbox"/> S <input type="checkbox"/> M <input type="checkbox"/> A <input checked="" type="checkbox"/> R <input type="checkbox"/> T	During the 2002 program year conduct at least four outreach and two orientation sessions to women residing in targeted urban areas of Chicago.
Over the course of the year, 50% (20) of students will receive completion certificates.	<b>OUTCOME</b>	<input type="checkbox"/> S <input checked="" type="checkbox"/> M <input type="checkbox"/> A <input checked="" type="checkbox"/> R <input checked="" type="checkbox"/> T	Over the course of the 2003 program year, 50% of total number of students who enroll in the TOP training programs will receive completion certificates.
Provide hands-on career awareness workshops for seventh and eighth grade girls.	<b>PROCESS</b>	<input type="checkbox"/> S <input type="checkbox"/> M <input type="checkbox"/> A <input type="checkbox"/> R <input type="checkbox"/> T	During the 1999 school year, provide six hands-on workshops for 7 <sup>th</sup> and 8 <sup>th</sup> grade girls, attended by at least 20 students each, in three Chicago-area schools.
Six months after the training, caseworker referrals to non-traditional jobs or apprenticeships will have increased 50%.	<b>OUTCOME</b>	<input checked="" type="checkbox"/> S <input checked="" type="checkbox"/> M <input checked="" type="checkbox"/> A <input checked="" type="checkbox"/> R <input checked="" type="checkbox"/> T	

## Answers to STEP 2 Exercise

- |                      |                      |             |                      |
|----------------------|----------------------|-------------|----------------------|
| 1. Process Objective | 3. Process Objective | 5. Activity | 7. Process Objective |
| 2. Activity          | 4. Process Objective | 6. Activity |                      |