

Unit 5: Goals Workshop

EDUC 525 – Challenges in Urban Education: Learning

Spring 2019

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Agenda

Arrange yourself by gap analysis problem focus:

- K12
- Higher Ed
- Counseling/Social Work
- Other

Review of Goals

Independent Work and Peer Review

Overview of the Statement of the Problem Paper

Looking ahead

Creating Goals - Big Ideas

All goals cascade from the organizational global goal (which is derived from the mission)

All goals should align with the goal above it

All goals should be measurable

Four Dimensions

- Stakeholder (who?)
- Time (by when?)
- Content (what?)
- At what level (by how much or how often?)

Three Levels of Goals/Objectives

	Level of Objective		
	Global	Intermediate	Performance*
Scope	Broad	Moderate	Narrow
Time Needed to Learn	One or more years	Weeks or months	Hours or days
Purpose or Function	Provide vision	Design programs/ curriculum	Prepare lesson plans / workshop sessions
Example of How They Might be Used	Plan multiyear programming/ curriculum	Plan units of programming/ instruction	Plan daily activities, experiences, & exercises

**You will NOT be creating performance goals for your Gap Analysis in this class.*

Global Goals

Keep in mind your justification for the standard.

Recommended format:

- *By [Date], [organization/group] will...*

Can use goals already identified by the organization or field or in research.

Align goal to the data presented in the problem statement.

Make sure the goal is aligned with the mission and/or industry focus.

Stakeholder (Intermediate) Goals

Start with the stakeholder you are most interested in focusing on.

Use critical behaviors/competencies to guide your intermediate goals.

Can use goals that already identified by the organization, field, or in the literature.

Goal Wording Tips

Avoid:

- Know, become aware of, appreciate, become familiar with

Use clear, measurable verbs:

- Apply, demonstrate, plan, employ, implement, generate, design

Sample Goals - 1

Global: By 2021, all Ed.D. candidates will defend their dissertation on their first try by the end of their 3rd year.

- Intermediate: By the beginning of spring semester 2019, all faculty will implement in-class activities that require Ed.D. candidates to synthesize multiple empirical sources.
- Intermediate: By August 2019, all students will synthesize multiple empirical sources in a written assignment by the end of their first year in the program.

Sample Goals - 2

Organizational (Global) Goal: By July 1, 2020, all employees will be certified by industry standards of excellence.

- Stakeholder (Intermediate) Goal – By December 30, 2018, all employees will have completed at least 5 hours of professional development or technical training.
- Stakeholder (Intermediate) Goal: By March 31, 2019, all employees will earn at least one additional professional development or training certificate in a job-related skill area.

Sample Goals - 3

Organizational (Global) Goal: By September 2020, all fifth grade ELL students will meet or exceed standards in English Language Arts

- Stakeholder (Intermediate) Goal – By November 2018, all fifth-grade students will be able to compare and contrast two or more characters, settings, or events in a story or drama, drawing on specific details in the text (e.g., how characters interact).
- Stakeholder (Intermediate) Goal – By February 2019, all third through fifth grade teachers will implement at least 4 hours of writing lessons into weekly instruction.

*Note that the italicized text in the intermediate goals comes directly from the Common Core Standards.

Setting Goals

Using your performance problem, identify a:

1. Global (organizational) goal

- WHAT does the organization/field want to achieve?
- By WHEN (general timeframe should be the next 1-3 years)?
- To WHAT STANDARD (degree/how often/how much?)

2. Intermediate goal (one for each stakeholder group)

- What critical behaviors should your stakeholders demonstrate on a weekly/monthly/semesterly basis in order to achieve the global goal?

Download the Goals Worksheet and Example from BB (Gap Analysis folder in Content

EDUC 525 Gap Analysis Goals Worksheet

<u>Organizational Mission</u>		
[Insert mission here]		
<u>Organizational Global Goal</u>		
[Insert global goal here – by WHEN, WHO will achieve WHAT by HOW MUCH (or HOW OFTEN or TO WHAT DEGREE).		
<u>Stakeholder 1*</u>	<u>Stakeholder 2</u>	<u>Stakeholder 3</u>
[Insert stakeholder here]	[Insert stakeholder here]	[Insert stakeholder here]
<u>Stakeholder 1 Proficiencies/Competencies</u>	<u>Stakeholder 2 Proficiencies/Competencies</u>	<u>Stakeholder 3 Proficiencies/Competencies</u>
<i>(What proficiencies or competencies does this stakeholder need in order to achieve the global goal?)</i>	<i>(What proficiencies or competencies does this stakeholder need in order to achieve the global goal?)</i>	<i>(What proficiencies or competencies does this stakeholder need in order to achieve the global goal?)</i>
•	•	•
<u>Stakeholder 1 Intermediate Goal</u>	<u>Stakeholder 2 Intermediate Goal</u>	<u>Stakeholder 3 Intermediate Goal</u>
Insert ONE intermediate goal here: By WHEN, WHO will achieve WHAT by HOW MUCH (or HOW OFTEN or TO WHAT DEGREE)	Insert ONE intermediate goal here: By WHEN, WHO will achieve WHAT by HOW MUCH (or HOW OFTEN or TO WHAT DEGREE)	Insert ONE intermediate goal here: By WHEN, WHO will achieve WHAT by HOW MUCH (or HOW OFTEN or TO WHAT DEGREE)

Make Stakeholder 1 and the corresponding intermediate goal your choice for the causal analysis in your paper.

Peer Review

1. Does the global goal reflect the organization's mission (or a larger field or societal goal if mission is not defined)?
2. Are at least 3 stakeholders identified?
3. Do the global goal and the intermediate goals include by WHEN, WHO will achieve WHAT by HOW MUCH?
4. Are the intermediate goals aligned with the global goal?

Statement of the Problem Paper

Due by Sunday, 2/17 by 11:59 p.m.

Template is available on BB

Brief literature review included

- May use parts of Framing paper

Paper is the first part of the entire Gap Analysis Project

Literature Sources for Statement of the Problem Paper

Empirical articles

Peer-reviewed articles

Databases

Government reports

Trade studies by reputable organizations

Writing Tips for SOP Paper

Focus on efficiency with depth

Focus on synthesis of key ideas for the Related Literature section

For Next Week

Goals worksheet due 48 hours after class to BB

Unit 6 – Cognitive Theories 1

- Download recorded lecture slides
- Watch recorded lecture on VoiceThread
- Complete readings
- Take quiz
 - Open book, open note
 - May only take once
 - Individual scores (no collaboration on quiz)