Expected Outcomes: Useful Tips

Goals vs. Objectives

A goal is a broad, overarching standard that guides decision making. Objectives are specific, measurable activities that are performed to meet the goal which results in the expected outcome. Be very clear about what you are trying to assess. The expected outcome should be the result of the activity described for the element in order to meet the goals of the principle. Consider the *SMART* acronym when writing outcomes:

S M A R T

- ✓ Is the outcome **specific**?
- ✓ Is the outcome **measureable**? How will you measure the success of the outcome?
- ✓ Is the outcome realistic and **achievable**?
- ✓ Does it **relate** to and clearly impact one or more of the Performance Measures?
- ✓ Does the outcome reflect the same specified population as the activity?
- ✓ Is the outcome **timely**? Does the outcome describe when you plan to reach this goal?
- ✓ Will relevant parties find the information generated credible and applicable to decisions that need to be made?

Helpful Terms and Verbs

Potential Methods of Measurement

enrollment data	exams	survey report	dual credit report
attendance sheets	data	agendas	distribution lists
focus groups	meeting minutes	sign-in sheets	instructor/counselor reports
projects	tutoring log	academic proficiency results	
instructor documented observations	grade reports	articulation agreements	lesson plans
Perkins PD report	course roster	program of study document	student report of services
			evaluations

Useful Verbs when Writing Outcomes

recognize   reproduce   identify   collect   examine   describe   interpret   contrast
estimate   rate   support   evaluate   recommend   differentiate   extend   demonstrate
employ   illustrate   operate   practice   schedule   solve   use   calculate   complete
modify   discover   analyze   categorize   assemble   compose   construct   create
design   develop   formulate   manage   organize   plan   prepare   integrate

Expected Outcomes: Useful Tips

Principle 1, Element e *High Schools / EFE Regions*	**Activity**: Host four professional development sessions for CTE high school and college administrators and faculty on curriculum integration and alignment. **Expected Outcome**: High school and college CTE instructors will be able to integrate and employ an aligned and integrated curriculum, while enhancing and forming a stronger relationship. (Method of Measurement: Use feedback and evaluations from sessions to improve programming)
Principle 2, Element a *Industry Understanding/ Experience*	**Activity:** Invite business and industry guest speakers to present industry information to students and/or conduct field trips to allow students to view the various aspects of industry and visit potential employers. **Expected Outcome:** Students will be able to interpret the information presented by the businesses as it relates to their courses. Students will also be able to network with potential employers in the area. (Method of Measurement: instructor observations, student reports, documented follow up required by students)
Principle 3, Element c *Industry Recognized Credential*	**Activity:** Provide NASSSA testing for Automotive students to prepare them to take their industry-recognized credential test. **Expected Outcome:** Over 80% of the automotive students will be able to successfully complete an industry-recognized credential test. (Method of Measurement: test results)

Principle 4, Element c *Use of Technology in CTE programs*	**Activity**: Purchase and provide simulator equipment, modules, and software to allow students to improve knowledge and skills through hands-on demonstrations and innovative technology used by industries for the following clusters/pathways: Health Science, TDL, and Corrections and Security. **Expected Outcome**: 70% of the students will be able to demonstrate proficiency of the technologies and skills necessary to be successful in their field of study. (Method of Measurement: comprehensive exams and project observations)
Principle 5, Element j *Transition to Teaching*	**Activity:** Department Chairs will provide a mentoring and training for faculty who are transitioning from business and industry to adjunct faculty positions. **Expected Outcome:** Adjunct faculty, fluent in their sector of expertise, will be able to use innovative strategies in teaching the students in their selected courses. (Method of Measurement: evaluations and lesson plans)
Principle 6, Element c *Services and Activities*	**Activity:** Implement Truck Driving and Construction Tech CTE programs. **Expected Outcome:** The College will increase the number of quality high-wage, high-demand CTE programs offered to students. At least 30 students per semester will enroll in the newly implemented programs. (Method of Measurement: industry data, course roster, enrollment data)