Goals Vs Objectives

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Goal :

To provide students with knowledge, skills & positive attitude toward

Goal and objective.

Objectives:

- Define goal
- Discuss steps to set goal
- Enumerate consideration to set goal
- Define objective
- List importance of writing objectives
- Discuss The S.M.A.R.T. method of writing objectives
- Differentiate between goal and objective
- Have appositive attitude toward goal and objective.

Outlines:

1. Define key terms
2. Steps to set goal
3. Consideration to set goal
4. Importance of writing objectives
5. The S.M.A.R.T. method of writing objectives
6. Differentiate between goal and objective

Ex: The goal: provide excellent customer (intangible) but **Objective:** reduce customer wait time to one minute (tangible).

Goal:

- o The goal is a broad and general sentence that indicates what you hope to accomplish.
- o Goal can be intangible and non- measurable.
- o
    Enable evaluation.
- o Describe the overall purpose of the program.
- o Communicate stakeholders.
- o Goals are broad, general, intangible, and abstract.

How to set goals in 7 steps
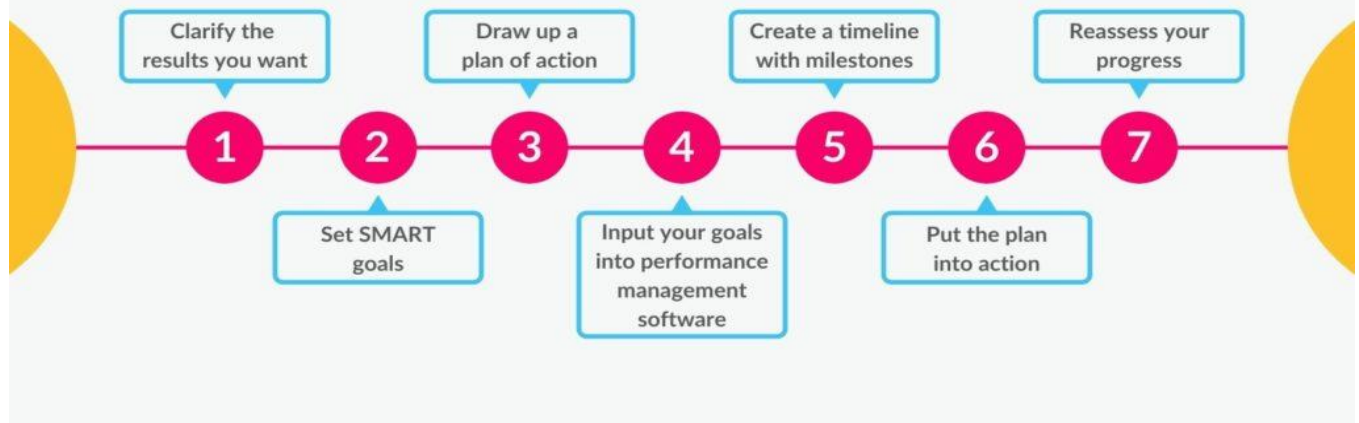
1. Clarify the results you want to achieve

There are some goals that will be set in a top-down manner.

- ➢ with teachers, assessing the learning performance requirements of their students
- ➢ Establishing targets to measure a successful outcome.

2. Set SMART goals

Use the SMART goals framework to help determine what goals are most desirable.

S: Specific (set specific goal): by asking the "W" questions:

- o Who will help you?
- o What do you want to achieve?
- o Where is this going to happen?
- o When will your goal be achieved?
- o Why are you choosing this goal?

M: Measurable: choose goals that are easily measured.

A: Achievable: larger goal should be broken into smaller objectives.

R: Relevant: set goals that line up with what they actually need to be working on.

T: Time-bound: choose deadline is an important part of every SMART goal.

EX: I will read a book from my reading list four times a week for at least 30 minutes so that I can finish the books on my list by the end of term.

3. Draw up a plan of action

Once the goals have been established you can create a plan of action for their resolution.

4. Input your goals into performance management software

Using performance management software to input and monitor goals keeps student focused on the task at hand.

5. Create a timeline

The importance of setting deadlines in our overview of SMART goals, but it bears repeating since deadlines are crucial for all types of goals.

6. Put the plan into action

Next, it's time to put the plan into action and start working towards achieving the goals.

7. Reassess your progress

 We need to re-evaluate their goals to make them more realistic. This reassessment should be a part of the process of continuous feedback between teacher and student.

➢ **Considerations when writing the goal**

- o Research the topic (define needs)
- o Involve stakeholder
- o Select the goal that have priority
- o Select realistic goals
- o A well-considered program will have one to three main goals, several objectives related to each goal and many action steps to take to achieve each objective.

o Use words such as decrease, deliver, develop, establish, improve, increase, produce, and provide.

Example:

➢ Decrease the degree of anxiety among parents of children having autism.
➢ Improve time management.

THREE DOMAINS OF LEARNING

Cognitive   Affective   Psychomotor
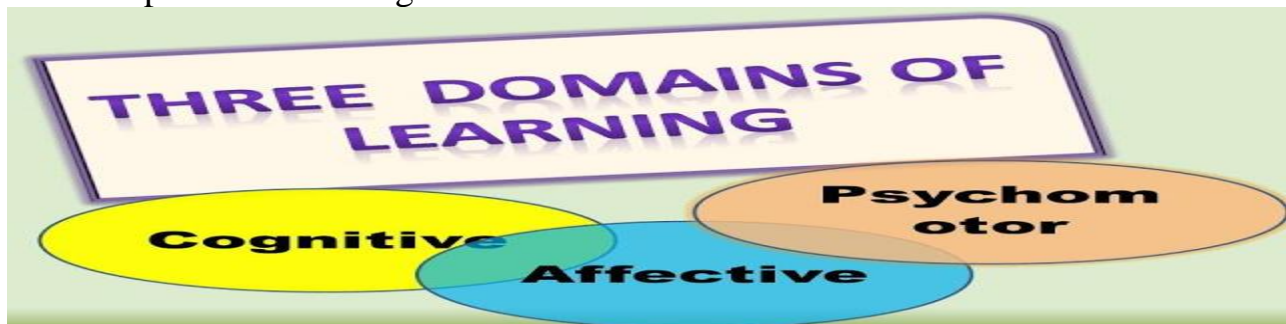
Domains of Learning	Mode of Learning	Example Abilities
Cognitive Domain	Thoughts/ Thinking	Memorizing, Reasoning etc.
Affective Domain	Emotions/ Feeling	Appreciation, Motivation etc.
Psychomotor Domain	Actions/ Doing	Typing, Playing etc.

Bloom's Taxonomy of Learning Cognitive Domains

Creating

Evaluating

Analyzing

Applying

Understanding

Remembering
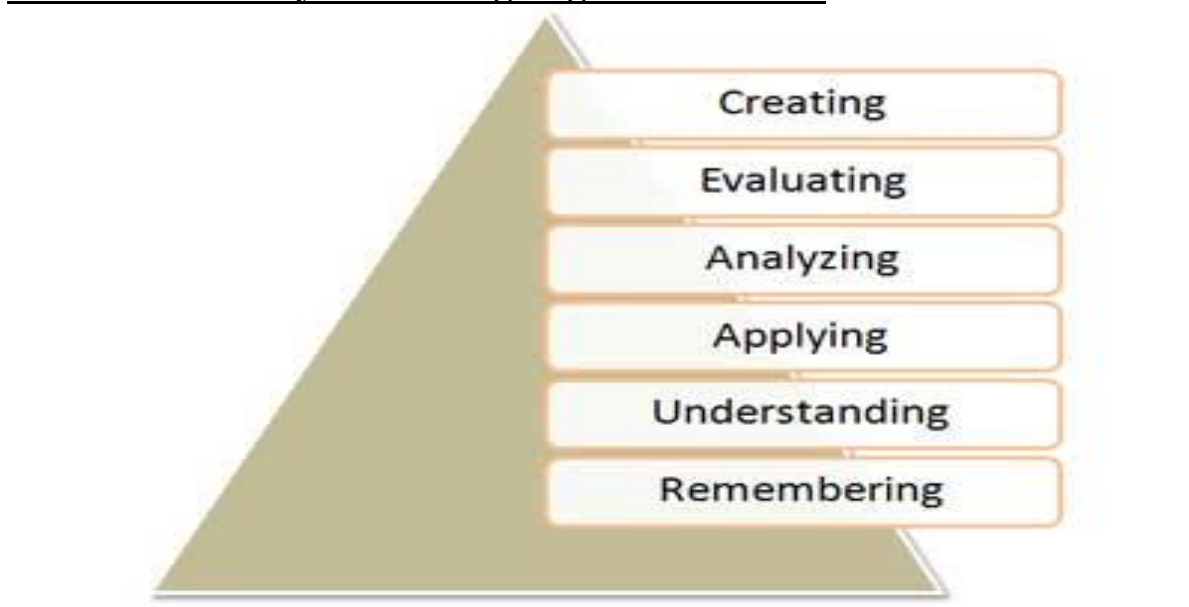
Cognitive Level refer to thinking	Verbs
Knowledge	List, Define, Recall
Comprehension	Explain, Summarize
Application	Use, Execute, Implement
Analysis	Compare, Contrast, Organize
Synthesis	Assess, Judge, Critique

An example matrix that has been filled in might look something like this:

The Knowledge Dimension	Remember	Understand	Apply	Analyze	Evaluate	Create
Facts	List	para-phrase	classify	outline	rank	categorize
Concepts	recall	Explains	show	contrast	criticize	Modify
Principles	state	Converts	solve	differentiates	conclude	Revise
Meta-cognitive	proper use	Interpret	discover	Infer	predict	actualize

- o **Factual** - The basic elements students must know to be acquainted with a discipline or solve problems.
- o **Conceptual** – The interrelationships among the basic elements within a larger structure that enable them to function together.
- o **Procedural** - How to do something, methods of inquiry, and criteria for using skills, algorithms, techniques, and methods.
- o **Metacognitive** – Knowledge of cognition in general, as well as awareness and knowledge of one's own cognition.

Bloom's Taxonomy: The Affective Domain:

Internalizes Values

Organization

Valuing

Responds to Phenomena

Receiving Phenomena

Affective Level deal with things emotionally	Verbs
Receiving	Attend, Listen
Responding	Participate, React
Valuing	Appreciate, Support
Organizing	Integrate, Prioritize
Characterizing	Advocate, Internalize

Bloom's Taxonomy: The Psychomotor Domain

Origination

Adaptation

Complex Overt Response

Mechanism

Guided Response

Set

Perception

Psychomotor Level or hand skills Refer to physical movement, coordination and use of the motor skill areas	Verbs
Perception	Detect, Recognize
Set	Prepare, Position
Guided Response	Imitate, Follow
Mechanism	Perform, Manipulate
Complex Overt Response	Execute, Operate
Adaptation	Revise, Modify

what is objective meaning

Objectives:

○
   Discuss who is going to do what, when they will do it and how it will be measured.
○
   Specifically state how the goals will be achieved
○
   Describe specific things you will be accomplishing.
○
   Objectives are the measurable, short-term steps that you need to reach the goal

➤ Importance of writing objectives

○
   Specific defined action targets that are needed to attain a specific purpose.
   These help one to define the following:
° What do I want to achieve?
° Why do I want to do this?
° By when should this be accomplished?
° What are the main steps that need to be carried out?

The S.M.A.R.T. method of writing objectives

Specific, Measurable, Attainable, Realistic, and Time-bounded.

➢ **Specific: be precise about what you are going to achieve.**

o Objectives should specify the result of an activity.

o Objectives should identify the target audience or community being served.
o Avoid vague verbs
o Make sure the objective is linked with the goal

➢ **Measurable: quantify the objectives.**

o Objectives should have measurable indicators which show what, when, and how conditions, behaviors, and practices will change.

➢ **Attainable: (appropriate, achievable) align with the need of the target audience.**

o It should also be achievable.
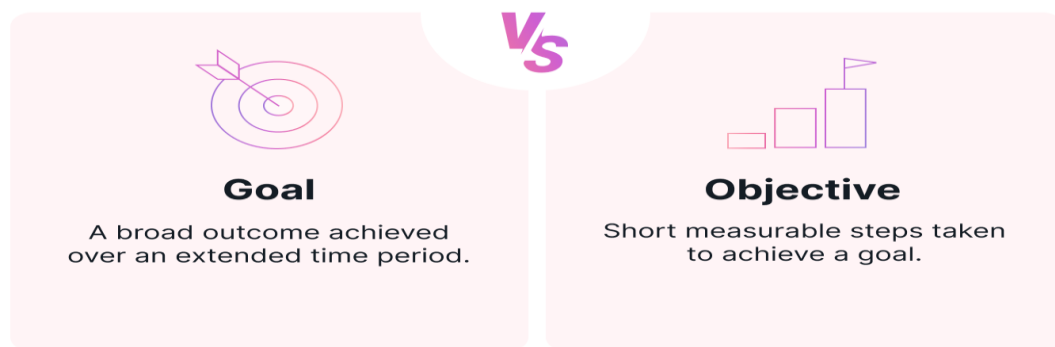o Meet the objective will advance the goal.

➢ **Relevant:(realistic) do you have the resources to make the objective happen.**

o Make sure that the goal matters to you, to your organization, and to the beneficiary.
o Can be achieved.

> **Time-bounded: time – specific : state when you will achieve the objective.**

o Your goal should have a deadline so that you can focus on doing it and you have something to work for.

o Provide timeframe indicating when objectives will be met.

Differentiate between goal and objective:

Goal
A broad outcome achieved over an extended time period.

Objective
Short measurable steps taken to achieve a goal.

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Basis for Comparison	Goal	Objective
Definition	A goal is a long-term purpose that a person or organization strives to achieve	The exact actions and steps a person or organization needs to take to reach its goals
What is it?	End result	A means to an end
Basis	Ideas	Facts
Plan	Broader in scope	Narrow in scope
Size	Large in size, the whole	Small chunks, part of the whole
Time frame	Long term	Medium to short term
Measurement	Difficult comparatively; goals are usually intangible and may not be strictly measurable	Easy; it must be measurable and tangible
Action	Generic	Specific actions and measurable steps
Example	Increase the customer base	Acquire 20% more customers from each country in the next three months