

Module 9: Goal Setting

OBSERVE

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Log into your online account and watch the following units:

9.2 – Outcome Goals

9.3 – Performance Goals

9.4 – Process Goals

9.5 – Goals vs. Purpose

REFLECT

There are three types of goals a teacher needs to consider when setting direction for their class and students. When setting goals, it's important to categorize them so that we can know where to focus our time and attention. In a general sense, one could say that everyone is interested in outcome goals. Students have performance goals, as teachers we need to focus and train on process goals.

Outcome Goals: The desired result of a competition

Performance Goals: A Student's actual performance in relation to their own standard of excellence

Process Goals: Concerned with how students perform particular skills or execute strategies

1. How do you help your students and class establish goals? What strategies do you use to help them stay reminded of their individual and group goals?

2. Which of the three types of goals tend to draw the most attention and focus by you as a teacher? By your students?

3. Are outcome goals and/or performance goals truly controllable? Why or why not?

DISCUSS

If we want good outcomes, we need to focus on setting goals around the right PROCESSES that produce the desired outcomes. As a 3D Educator, it's important to help your students establish the right mindset focusing on the right skill development and proper strategy, execution, trusting the results of the process.

1. Give an example of a Process Goal that you can set for the students in your class.

2. How do Process Goals empower you to teach your students in the moment?

3. Do you consider alternate pathways when setting goals?

Warning: Goals have no moral compass. Goals are a second-dimension issue. Purpose and moral character are third-dimension issues. When goals are not governed by the third-dimension issues of purpose and moral character, our outcome and performance goals will become our purpose and lead to unethical behavior and inappropriate risk-taking.

4. Where have you witnessed outcome goals causing unethical behavior?

NOTES