

Is your *Program Area* successful?

A framework for thinking about your Program Area's goals, objectives, and its indicators of success

(NOTE: This framework can be useful to all hierarchical levels of EFANS – individuals, teams, program areas, and center levels)

Instructions: Review the objectives and measures promised in your current Plan of Work. Do you want to keep them? Change them? Use the framework below to clarify which unique objectives you want to include in your Plan of Work. Complete the framework by December 5th and send it to Tom Bartholomay, at barth020@umn.edu. This document will represent your revised targets. Thank you!

Federal Report Preparation

For *Plan of Work*, 2011

Due: December 5th, 2010

Request date: October 20, 2010

Level	Objectives	Performance Indicators	Method of Measurement	Critical Assumptions/Risks
	<i>Note: Objectives can target specific changes related to participants (outcomes) or changes resulting from changes related to participants (impacts).</i>	SMART indicators: <ul style="list-style-type: none"> • Specific to objective • Measurable (qual./quant.) • Available (accessible/doable) • Relevant • Time-bound (completion target) 	Consider: <ul style="list-style-type: none"> • Method of collection • Who collects • Frequency of collection 	Consider: <ul style="list-style-type: none"> • Assumptions on which goals/objectives and indicators are based; if in error, achievement may be at increased or decreased risk. • Factors that may affect achievement.
Overall Goal (Unique)	<i>Describe the long-range goal, shared by your program area and its partners.</i>	<i>Determining change attributable to a program at this level (impact) often requires a discrete evaluation study.</i>		
Strategic Objective 1: Learning (Standardized)	Courses: Increase the knowledge of course participants around important and targeted instructional objectives. <i>(This is a standard objective in current "Plan of Works".)</i>	Knowledge gains in target objectives. (Expressed in terms of the % of participants achieving significant learning gains in target objectives.)	A pre-post retrospective test is administered to all participants in <u> ?% </u> the classes conducted.	We assume that participants will not already know the subject. This assumption is based on
Strategic Objective 2: Behavior (Standardized)	Courses: Increase the use of important and targeted best practices by course participants. <i>(This is a standard objective in current "Plan of Works".)</i>	Behavior change in target best practices. (Expressed in terms of the % of participants achieving significant behavior change in target best practices.)	A follow-up pre-post retrospective test is administered to all participants in <u> ?% </u> of the classes conducted.	We assume that participants have opportunities where they can use what they learn in the class.
Strategic Objective 3: (Unique)	<i>Describe a key objective of your program area that is instrumental in the eventual achievement of the overall goal.</i>	<i>Describe measures that your program area uses to determine degree to which this objective is achieved (*SMART measures).</i>	<i>Describe how the measurement data is collected/obtained.</i>	<i>Describe key assumptions on which the achievement of this objective is based (if assumptions are wrong they would risk achievement).</i>
Strategic Objective 4: (Unique)	<i>Describe a key objective of your program area that is instrumental in the eventual achievement of the overall goal.</i>	<i>Describe measures that your program area uses to determine degree to which this objective is achieved (*SMART measures).</i>	<i>Describe how the measurement data is collected/obtained.</i>	<i>Describe key assumptions on which the achievement of this objective is based (if assumptions are wrong they would risk achievement).</i>
Strategic Objective 5: (Unique) <i>Add more objectives as needed</i>	<i>Describe a key objective of your program area that is instrumental in the eventual achievement of the overall goal.</i>	<i>Describe measures that your program area uses to determine degree to which this objective is achieved (*SMART measures).</i>	<i>Describe how the measurement data is collected/obtained.</i>	<i>Describe key assumptions on which the achievement of this objective is based (if assumptions are wrong they would risk achievement).</i>