Exercise 15: Determine a Metric and Target for Each Goal

**Objective(s) for participants:**

Identify how to measure success for the established goals.

* Use benchmarking data to establish a target for each goal.

**Instructions:**

For each goal established earlier, identify the key metric that will be used to measure success. Record each goal/metric on the flipchart.

Explore benchmarking data, including historical, district-to-district, state-to-state and international comparisons, for each goal/metric set. Record findings on the flipchart.

Using the benchmarking data, decide on a potential target for each goal/metric and record it on the flipchart.

For each target, set a date when it should be reached and record the date on the flipchart.

Discuss the targets. Particularly consider:

* + Do the targets meet the SMART characteristics — particularly, are they ambitious and realistic?
  + Are the targets tied to the benchmarks?
  + Do they make sense given what we know about historical performance of our state as a whole, our individual districts, and other states and nations?

**Materials needed:**

List of identified goals

Flipchart

Markers

* Benchmarking data

**Exercise notes:**

Deeper data analysis will likely need to be done ahead of time to prepare for the discussion about how certain changes to state and district performance would affect the overall outcome.

* Encourage participants to establish targets that strike the delicate balance between ambitious and realistic.

**Template for Exercise 15**

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| **Goal** | **Metric** | **Benchmarking Findings** | **Target** | **Target Date** |
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