

Direct Outcomes

Outcome: Write an effective direct outcome statement.

Components	Not Evident	Emergent	Competent
“WHO” is identified	There is no statement of who will demonstrate the outcome	There is a generalized statement about who will demonstrate the outcome	Clearly identifies exactly who will demonstrate the outcome
States what will be done	No explicit statement of what will be done	There is some inference about what will be done, or a generalized statement about expectations, but it is not clear exactly what will be done	It is clear what will be done
Verb is appropriate to desired performance	Verb is either too elementary or too advanced for desired level of performance	Verb may not clearly reflect the desired/appropriate level of performance, but is in the ballpark (is arguable)	Verb clearly reflects the desired and appropriate level of performance
Identified task is a direct measure	Task is not a direct measure of the desired outcome	Task is unclear; multiple tasks are identified; OR it is not clear whether the task is a direct measure of the desired outcome	Task is clearly identified AND is a direct measure of the desired outcome
Outcome is observable & measureable	Outcome does not accommodate an observable behavior	Outcome may be observable, but it is not clear that it can be measured, or it may be very difficult to measure	Outcome is observable and clearly lends itself to measurement
Outcome aligns with program/unit goal/objective	Outcome is not aligned with goals/objectives	Alignment with goals/objectives is questionable or unclear	Outcome is clearly aligned with goals/objectives