

Native Youth Community Projects

Measureable Objectives, and Services

Thursday, May 28, 2015



Disclaimer

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Today's Speaker

- **Vanessa Vance**

Consultant specializing in program development and grant-writing for Native Communities

- Member Wichita and Affiliated Tribes



Native Youth Community Projects (NYCP)

- NYCP is a new priority under the Demonstration Grants program and a major part of the Generation Indigenous (Gen-I) Initiative.
- It provides funding to support community-driven, comprehensive projects to help American Indian/Alaska Native (AI/AN) children become college-and career ready.
- It encourages community-wide approaches to providing academic, social, and other support services, for AI/AN students and students' family members that will result in improved educational outcomes, and specifically college- and career-readiness.

Goal and Objectives of Today's Webinar

Goal: The goal of this webinar is to determine and align the steps and activities needed to create and sustain a successful project.

The participant objectives include:

1. What is a measurable objective, and how do you write one?
2. How do you align your measurable objectives to your chosen strategy? How do you use the measurable objective in implementation and for project improvement?
3. How do you determine culturally relevant activities and services to reach the target outcomes?

Application Criteria

From the Federal Register Notice:

<http://www.gpo.gov/fdsys/pkg/FR-2015-04-28/pdf/2015-09832.pdf>

A native youth community project is . . .

(4) Focused on one or more barriers or opportunities with a community-based strategy or strategies and **measurable objectives**

Application requirements

Each application must contain:

(g) A plan, **which includes measurable objectives**, to evaluate reaching the project goal or goals.

Selection Criteria

The following factors are considered in selection...

(iii) The extent to which the goals, objectives, and outcomes to be achieved by the proposed project are **clearly specified and measurable**.

1. What is a measurable objective and how do you write one?

Objectives...

- are statements that describe program result to be achieved and how they will be achieved.
- are more immediate than goals.
- are milestones that your project needs to achieve in order to reach your goal by the end of your proposed project.
- are determined by the strategy you have developed to reach your goal.

Your strategy is implemented through objectives and activities and multiple objectives are generally necessary to address your strategy

1. What is a measurable objective and how do you write one? (Cont.)

- State your objectives in quantifiable terms.
- State your objectives in terms of outcomes, not process.
- Objectives should specify the result of an activity.
- Objectives should identify the target audience or community being served.
- Objectives need to be realistic and capable of being accomplished within the grant period.

1. What is a measurable objective and how do you write one? (Cont.)

- Objectives are the basis for monitoring implementation of your project and progress toward achieving your goal.
- Objectives provide targets for performance and provides a basis for evaluation.
- Objectives provide the “who” and “what” of program activities.
- Remember the greater the specificity the greater the measurability.

Using Verbs in Measurable Objectives

- It is recommended that you use only one verb since objectives with more than one verb imply that more than one activity or behavior is being measured.
- Avoid verbs that are general or vague such as “understand” or “know” since these may be difficult to measure.

Action Verbs

REMEMBER	UNDERSTAND	APPLY	ANALYZE	EVALUATE	CREATE
Define	Choose	Apply	Analyze	Appraise	Arrange
Identify	Cite example of	Demonstrate	Appraise	Assess	Assemble
List	Demonstrate use of	Dramatize	Categorize	Choose	Collect
Name	Describe	Employ	Compare	Compare	Compose
Recall	Determine	Generalize	Conclude	Critique	Construct
Recognize	Differentiate	Illustrate	Contrast	Estimate	Create
Record	Discuss	Interpret	Correlate	Evaluate	Design
Relate	Explain	Operate	Criticize	Judge	Develop
Repeat	Express	Operationalize	Deduce	Measure	Formulate
Underline	Give in own words	Practice	Debate	Rate	Manage
	Identify	Relate	Detect	Revise	Modify
	Interpret	Schedule	Determine	Score	Organize
	Locate	Shop	Develop	Select	Plan
	Pick	Use	Diagram	Validate	Prepare
	Report	Utilize	Differentiate	Value	Produce
	Restate	Initiate	Distinguish	Test	Predict
	Review		Draw conclusions		Reconstruct
	Recognize		Estimate		Set-up
	Select		Evaluate	ANALYZE CONT.	Synthesize
	Tell		Examine	Question	Systematize
			Experiment	Relate	Devise
			Identify	Solve	
			Infer	Test	
			Inspect	Diagnose	
			Inventory		

Measurable objectives

- Measurable objectives focus on “how much” change is expected in the target population
- A measurable objective will provide a starting point from which to measure.
- Objectives are intended results; Outcomes are achieved results.
- A measurable objective will provide milestones for your project.

Example AI/AN Attendance Project Timeline



Tribal Youth Council Activities (TYCA) 1-12	Tribal Youth Council Activities (TYCA) 13-24	Tribal Youth Council Activities (TYCA) 25-36	Tribal Youth Council Activities (TYCA) 37-48
Teacher Professional Development Day 1	Teacher Professional Development Day 2	Teacher Professional Development Day 3	Teacher Professional Development Day 4
Virtual High School Registration	Virtual High School Registration	Virtual High School Registration	Virtual High School Registration
Incentive Award 1	Incentive Award 2	Incentive Award 3	Incentive Award 4
End-of-The-Year Report Developed	Mid-Cycle Report Developed	End-of-The-Year Report Developed	End-of-The-Grant Report Developed

Example

Objective: Increase knowledge of students.

- Knowledge cannot be easily measured
- The type of student is not identified
- There is no baseline information to use as a start
- The timeframe for completion is not stated

Improved Example

Objective: By the end of the first year of the project, students will demonstrate an increase in grade point averages.

- This objective does not provide baseline information and the type of student is not identified
- The objective is not measurable

Best Example

Objective: By the end of the first year of the project, high school students participating in the tutoring proposed by the project will show an increase in grade point average of 10%.

This objective is:

- **specific** (high school students),
- **measurable** (10% increase in GPA),
- **achievable** (a 10% increase in a 2.5 GPA would be 2.75),
- **relevant** (addresses the purpose of the grant) &
- **time bound** (by the end of the project).

Why is it important to have measurable objectives?

One of the Performance Measures for this grant is:

*The percentage of the annual **measurable** objectives that are met by grantees.*

The other is:

The percentage of grantees that report a significant increase in community collaborative efforts that promote college or career readiness of Indian Children.

Measurable Objectives will provide the basis for evaluation of the project and determining its success.

Why is it important to have measurable objectives?

A measurable objective will provide a brief clear description of how you will achieve an outcome. The outcome can be specific skills, attitudes, or values that your program participants will exhibit.

Questions you should ask about your objectives:

- What knowledge, skills, abilities or disposition should ideal program participant demonstrate? How will they demonstrate these capabilities?
- How well does your program prepare program participants for college or career readiness?
- Is it possible to measure the level of aptitude for specific skills, attitudes, abilities or values?

Questions

Please use the chat function of the webinar to direct questions to the webinar host during the presentation.

2 - How do you align your measurable objectives to your chosen strategy?

- Your strategy is the approach you use to achieve your outcomes.
- Your strategy is depended upon the baseline data you intend to utilize.
- Your objectives should demonstrate how you intend to implement and monitor progress toward achieving your goals.
- Your objectives should be achievable within the allotted time frame with identified resources.
- Your objectives should relate directly to your program goal.

2 - How do you align your measurable objectives to your chosen strategy?

A well written objective can be used as a tool to guide implementation of the project as well a means of measuring progress.

A measurable objective will provide the means of determining progress toward achieving your goals.

Sample Activities

Objective One: By the end of the project, 48 Tribal Youth Activities will be held for the youth participants that will instill self-esteem, provide one-on-one tutoring, and promote increased school attendance.

Activity	Responsibility	Start	Stop
Recruit/Hire Staff	Project Director	Month 1	Month 1
Establish Office	Project Staff	Month 1	Month 1
Provide Orientation	Project Director Project Staff	Month 1	Month 1
Hold Kick-off meeting	Project Director Project Staff Teachers Partner Programs	Month 2	Month 2
Develop program schedule	Project Staff	Month 2	Month 3
Recruit Participants/Parents	Project Staff	Month 2	Month 3
Hold Pre-Project Survey	Project Staff	Month 3	Month 3
Hold Activities (12)	Project Staff	Month 3	Month 12
Provide Financial and Narrative Reports	Project Director	Quarterly	Quarterly
Collect Evaluation Data	Project Director Project Staff	Ongoing	Ongoing

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3 - How do you determine culturally relevant activities and services to reach the target outcomes?

- Projects should assist teachers in understanding the community. There are over 566 federally recognized Indian Tribes. Each Tribe and community has a unique history, culture, language, social structure and support system.
- Projects should be guided by the local community in order to design a program that reflects the community—with activities that support their culture.

3-How do you determine culturally relevant activities and services to reach the target outcomes?

- Teachers involved in the program should know how to nurture resiliency and instill high self-esteem in students.
- Teachers should know how to incorporate Native American culture into their curriculum.

Strategies to address increasing graduation rates.

Graduation rates can be positively influenced by the following:

- Active parent and community involvement programs
- Encouraging proficiency in their Native Language as well as English
- Incorporating tribal culture and beliefs in instruction
- Encouraging student leadership and high expectation mindset

Sample culturally responsive teaching strategies

- Make classroom practices compatible with student's language styles, cognitive functioning, motivation and social norms
- Use storytelling to introduce or convey ideas that are being studied
- Study the lives of Native American heroes, past and present, involving grandparents and elders in sharing the stories and history of the community

Sample culturally responsive teaching strategies

- Respect the needs of students in avoiding individual competition and drawing attention to themselves
- Allow students to work in pairs or groups to tutor or mentor younger children allows for the promotion and sense of teamwork and respect

Additional Resources

Grants.gov:

- **This opportunity:** <http://www.grants.gov/search-grants.html?fundingCategories%3DED%7CEducation>
- **Grants 101:** <http://www.grants.gov/web/grants/learn-grants/grants-101.html>

Technical Assistance Webinar Series

Topic	Date	Time
NYCP: Developing Community Partnerships	Tuesday, May 19, 2015	2:00 – 4:00 pm EDT
NYCP: Needs Assessment and Data Analysis	Thursday, May 21, 2015	2:00 – 4:00 pm EDT
NYCP: Going from a Needs Assessment to a Strategy	Wednesday, May 27, 2015	2:00 – 3:30 pm EDT
NYCP: Program development: Measurable Objectives and Services	Thursday, May 28, 2015	2:00 – 3:30 pm EDT
NYCP/STEP: Tips for Grant-writing & Evaluation	Wednesday, June 3, 2015	2:00 – 3:30 pm EDT

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Questions

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Contact & More Information

- Send specific questions to:
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- Watch archived webinars:
<http://oie.manhattanstrategy.com/>

Miigwech (Thank you)