

## Measurable Outcomes – Two things to consider...

### Is it Meaningful?

- ⇒ Meaningful Day – What is important to me
- ⇒ Vision – What I want
- ⇒ Outcome – What I will do
- ⇒ Action Step – How I will do it  
(or How it will be accomplished)
- ⇒ Strategies – How others will teach/support me while I work on it

Working through the four parts above think of a Russian Doll: each part fits into the bigger part above it.

*If my staff do {strategy}, then I can do {action step};*

*If I do {action step}, then I accomplish {outcome};*

*If I accomplish {outcome}, then I achieve my {vision};*

*If I achieve my {vision}, then I have a more meaningful life!*

Using a current plan, try the Russian Doll exercise. If it works, each component of the plan is probably meaningful. If it doesn't work, a part of the plan may need to be revised.

### Is it Measurable?

(See ISP instructions p. 16-17 for a definition of measurable)

To determine if the outcome is measurable anyone reading the outcome statement must be able to answer the following question:

⇒ ***When is it over?***

This part can be tricky and requires some finesse with language. Here is an example.

- Suzanne will learn to cook. – Members of the team may all be in agreement that this means Suzanne will make something in the microwave. But to anyone reading the plan this is unclear. What does learning to cook look like? What does that mean for Suzanne? When is this over? This outcome is not measurable.
- Suzanne will learn to make mac & cheese independently. – Now, with this outcome, it is clear to anyone reading the plan when she is done. This may be on the stove or in the microwave; you would know this from reading the strategies. The measurable criterion is that she can make the mac & cheese on her own.

Tips:

- If the outcome statement includes the following words it probably isn't measurable: want, explore, continue, maintain, etc...
- If the outcome statement has a repeated action (i.e. – doing something daily, weekly or monthly), it probably isn't measurable and it really may be an action step.
- Adding "in the next year" technically makes most statements measurable, but does not consistently create good outcomes. (i.e. – Janet will exercise daily for the next year.) – this outcomes is technically measurable but not very strong, and it limits the team in the future to continue to pursue this as it may not show growth/progress

# DESIRED OUTCOME EVALUATION

(JOB TOOL)

YES	NO	EVALUATION STANDARD	COMMENTS/RECOMMENDATIONS
		Does the desired outcome relate to the vision statement?	
		Does the desired outcome directly relate to what needs to occur in order to achieve the vision?	
		Is the desired outcome statement measurable?	
		Is the desired outcome statement free of readiness traps?	
		Will achievement of the desired outcome require successful completion of a variety of interrelated actions/activities, supports, and services?	
		Is the individual motivated to achieve the desired outcome?	