

CALHOUN INTERMEDIATE SCHOOL DISTRICT

CAREER EDUCATION SERVICES

GUIDELINES FOR WRITING  
PERFORMANCE OBJECTIVES

IF YOU DON'T KNOW WHERE YOU ARE GOING YOU MAY END UP  
SOMEWHERE ELSE AND NOT EVEN KNOW IT.

## FOREWORD

The following instructional module deals with two vital areas of Career Development instruction: Performance Goals and Objectives.

For many years educators have stressed the importance of objectives in planning learning experiences. Often these objectives have been a general description of what the teacher will do for the student so he may "learn" the subject matter.

Since learning is a unique experience in each human being, learning should be described in terms which are student centered. Performance objectives and performance based goal statements are simply vehicles which describe the expected results of our instructional efforts to students, staff, and the community.

Research tells us that teachers are the central element to the instructional process. In conventional teaching even the most sensitive, flexible, and responsive teacher cannot concentrate efforts on determining individual learning difficulties, interacting one to one with students, and designing learning to suit the individual student which motivates and encourages self-direction.

Developing performance objectives and goal statements is a sound first step in the process of incorporating Career Development within your existing instruction.

As you proceed through this module, please keep your own instruction in mind. Relating examples and exercises to your own needs will make the module meaningful to you.

## STUDY GUIDE

Please proceed through the following steps:

1. Read the goals and objectives for this module.
2. If you feel competent in writing performance goals and objectives, try the Pre-Test.
3. Read Information Sheet #1.
4. Work through Practice Sheet #1. If you have answered all items correctly, proceed to the next step. (If not, review items missed then proceed.)
5. Read Information Sheet #2.
6. Work through Practice Sheet #2. If you have answered all items correctly, proceed to the next step. (If not, review items missed then proceed.)
7. Work through Practice Sheet #3. If you have answered all items correctly, proceed to the next step. (If not, review items missed then proceed.)
8. Read Information Sheet #3.
9. Take Post-Test.
10. Check your work on the Post-Test.
11. Check with the Workshop Leader to see if you have successfully met each objective.