

Sample Program Goals and Educational Program Objectives

Program Goals	Program Objectives
Community Literacy Program To develop a literacy program where participants from all walks of life and ethnic backgrounds feel welcomed, respected, their voices heard, and their messages responded to in a timely manner. To assist program participants who are currently applying for work or will apply within six months of completing the program to find employment.	To offer formal classes, individual tutoring, and advisement in settings that are accessible to the participants, at times when they are able to attend, and with child care services available.
	To ensure that 70% of adults who are eligible and enroll in this program are able to read and write at a level sufficient to work in entry-level positions within a three-year time period.
	To provide on-site employment counseling to all participants who request this service. To integrate into the formal instructional materials learning objectives that pertain to skills needed by job applicants (for example, filling out job applications, reading want ads).
	To set up a system for participants to interview for job openings through local employment agencies. To make sure that at least 40% of their program participants who apply for work either during or six months after the program are able to find employment.
Participatory Planning in Africa To provide rural women farmers in Nigeria the recognition that is warranted related to the major roles they play in the agricultural sector.	To gain the support of tribal elders from three rural villages in Nigeria to permit women from their village to both plan and participate in a two-week training program sponsored by an international nongovernmental agency and the local government. This program focuses on improving women's knowledge and skills in the production and marketing of wheat as an alternative crop for both family consumption and to sell in the local markets.
	To have tribal elders from these three villages identify five women from each village to be a part of the planning team.
	To guarantee these women will receive training in how to plan and evaluate a gender-sensitive program.

Program Goals	Program Objectives
To involve rural women in the planning of training programs geared to their needs and the realities of their circumstances.	To pilot test the program with fifteen women from each village, including members of the planning team.
	To revise the training program, with the original team who developed the pilot program, based on feedback received from the women who attended, the instructors, and representatives from other stakeholder groups such as government officials from the region and funding agencies.
	To provide open access to this program to all women from the three villages who have not had a chance to attend. The planning team is responsible for collecting the evaluation data and disseminating the results to the village elders, the women who participated in the program, and the stakeholders.*
Grassroots Education To respond to the needs expressed by adults with Attention Deficient Disorder (ADD) who have expressed an interest and willingness to assist others who have this condition.	To form a group of volunteers who have expressed an interest and willingness to plan and coordinate this initiative in their local community.
	To plan and initiate educational and support programs open to all adults with ADD and their families and friends who live in or near their community.
	To provide participants in the program with up-to-date and accurate information materials and strategies for locating their own materials.
	To facilitate educational programs on topics of interest to the participants and build a network of experts who can provide information and discussions on new developments in the knowledge and treatment of adults with ADD.
	To initiate opportunities for participants to share their thoughts and feelings about living with ADD and the coping strategies they use.

*Although rural women in Africa are very active participants in the agricultural sector in Africa, they are often either not offered participation in training programs related to improving their own skills and livelihoods or they are sadly underrepresented.