

5 ways to work towards goals

We all know that goals are an important part of the continuous improvement process however sometimes how to do this can feel overwhelming. Here are some tips as to how to achieve this.



Choose contextualised goals

Sometimes there can be pressure to develop goals that make us more like other services, but this is not necessarily what is right for us. It is important that goals support our needs, our stakeholders, our values and philosophy, instead of finding goals that take us off our path.



Make the goals achievable

Goals should be something that you feel is achievable given your strengths, your educator's capacity and your approaches. They should challenge you to show progress but not challenge you so much they distract you from best practice and compliance.



Break the goal into steps

When you look at a goal it can feel overwhelming and huge, which can make tackling it all the more difficult. Breaking it into steps allows for small chunks to be completed over time to achieve the whole goal. You can also use each step to help prepare everyone for the next step with training etc.



Assign clear roles and responsibilities

By sharing the goal with the team and utilising their skills, abilities and expertise so everyone can contribute towards the goal. This will not only allow for delegation but it will also connect everyone to the goals within the service and support much of the NQS.



Collect evidence through existing systems

Instead of overwhelming everyone with more documentation find ways to demonstrate evidence of progress towards goals through existing systems like staff meetings, appraisals, observations, routines, emails, newsletters, professional development etc.