

Writing Observable and Measurable Goals, Objectives, & Benchmarks

Definitions:

Observable- a behavior which can be seen or heard by an observer. Behaviors have a beginning and an end.

Measurable- an observer must do something to be able to measure the behavior (e.g. count, weigh, watch, etc.). Measurable goals, objectives, and benchmarks can be measured as written, allows multiple evaluators to repeat the same measurement, and provides data to demonstrate progress.

Use Doing Words		Avoid Slippery Words:
Add	Pours	Apply
Answers	Puts in/takes off	Appreciate
Circle	Reaches	Be able to
Classify	Remains	Believes
Complete	Removes	Communicate
Copies	Seeks	Comprehends
Counts	Selects	Demonstrates
Cuts	Sign	Enjoy
Draw	Sing	Grasp/understand
Gives	Smile	Identify
Groups	Sort	Increases
Initiates	State	Know
Jumps	Touch	Maintains
List	Type	Manipulates
Locates	Underline	Participates
Locks	Walk	Realizes
Names	Write	Recognize
Paint	Zips	Solve
Perform		Tolerate
Pick up		Tries/attempts
Places		Uses
Point to		Value

** Slippery words can be used if the author of the goal, objective, or benchmark describes “how”—how will the student/client manipulate, or how will they participate, etc. **

Observable	Not Observable
Matching author to book title	Appreciating art
Reading orally	Enjoying literature
Constructing a timeline	Understanding history
Dressing oneself	Becoming independent
Speaking to adults without vulgarities	Respecting authority
Pointing, drawing, writing, etc.	Improving, feeling, knowing

Bateman, Barbara D., and Cynthia M Herr, “Part I: About GO/Bs,” *Writing Measurable IEP Goals and Objectives*. Verona, WI: IEP Resources, 2006, 19, Print.