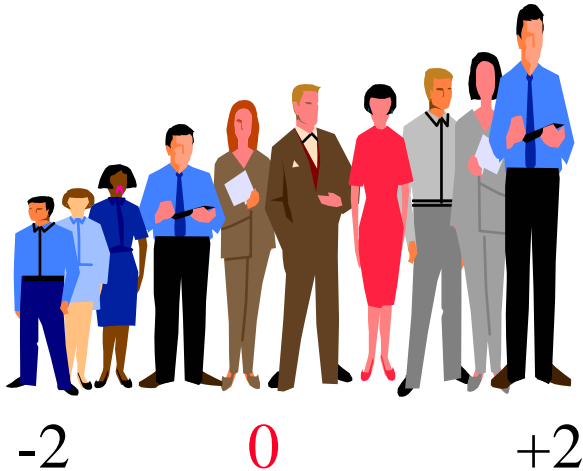


RoundTable:

GOAL ATTAINMENT SCALING



Dr COLIN A. SHARP

P.E.R.S.O.N.A.L.

Research & Evaluation Consultancy

Email: PERSONAL.research@bigpond.com

Dr MARTIN ANDREW

URS Australia

Email: martin_andrew@urscorp.com

Start with PRE-DISCUSSION EXERCISE: (page 2 of Handout)

Start with this PRE-DISCUSSION EXERCISE: (page 2 of Handout)

What do you expect to achieve from this brief Roundtable on GAS?

Write this down on the form provided as a range of statements about expected outcomes in your work in 3 weeks time?

Think about what it would look like if you were to achieve them?

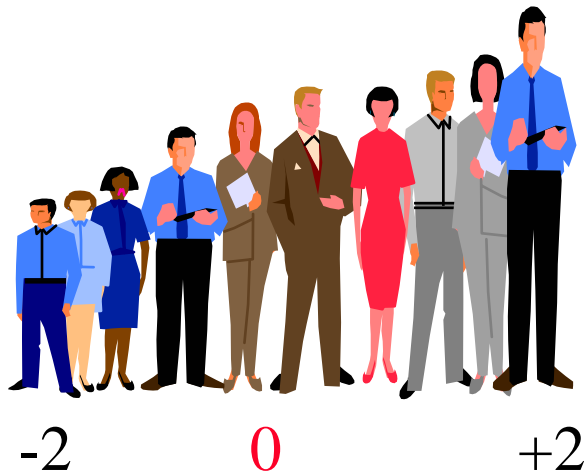
SCALE	Level	Goal 1
-2	MUCH <i>LESS</i> than Expected	
-1	<i>LESS</i> than Expected	
0	EXPECTED	
+1	MORE than Expected	
+2	MUCH <i>MORE</i> than Expected	

RATIONALE

- Celebration of the 40th anniversary of Goal Attainment Scaling (GAS) as a tool in evaluation since Prof Tom Kiresuk introduced the 5 point behaviourally anchored statements of expected outcomes (the gold standard GAS) in 1968 (see previous slide)
- The discussion leaders (Sharp & Andrew) each have been involved with or facilitated many applications of GAS in areas as diverse as mental health and natural environment impact evaluations;
- GAS is an important measurement and evaluation tool, which is not well enough known among evaluation practitioners. This roundtable will give examples for those who are new to GAS, and discuss the future of this useful method, as well as collect examples for our paper.
- *How many of you have used **Kiresuk method of GAS?** (show of hands please)?*

Goal Attainment Scaling

- ⇒ Goal Attainment Scaling uses consensus, SMART objectives, regular monitoring and auditing
- ⇒ Goal Attainment Scaling uses both Qualitative & Quantitative methods



Goal Attainment Scaling:

+ 2 Much More than Expected Outcome

+ 1 More than Expected Outcome

0 EXPECTED Outcome

- 1 Less than Expected Outcome

- 2 Much Less than Expected Outcome

APPLICATIONS OF GAS

Examples in HUMAN SERVICES:

Mental health de-institutionalisation: Minnesota (USA)

(Kiresuk & Lund, 1968) Kiresuk, T.K., Smith, A. & Cardillo, J.E. (Ed.s) 1994. *Goal Attainment Scaling: Applications, Theory and Measurement* Hillsdale, N. J.: Lawrence Erlbaum Associates

Validation Therapy: South Melbourne Nursing Home

(Sharp, AES Conference 1997 as part of first national seminar on GAS)

Multi-Purpose Services: Commonwealth-State

Aged care and Health in rural & remote Australia

(Andrews, Dunn, Hagger, Sharp & Witham, 1994)

E.g., NATURAL & HERITAGE RESOURCES MANAGEMENT:

Upstream Petroleum Industry - Environmental

Rehabilitation & Regulation (Malavazos & Sharp, 1997)

http://www.pir.sa.gov.au/petroleum/legislation/regulation/enviro_gas

Evaluation of the GreenCorps program (Andrew, & Hitch 1998), adapted GAS as used by Sharp & Malavazos to apply to this *work experience* and hands-on training in environmental rehabilitation work,

Objectives	Minimise Visual Impact		Minimise Impact on Vegetation	
GOALS	Well site effectively earthworked	Site Stabilised against Erosion	For well sites less than 5 years after abandonment site made conducive to revegetation.	Good revegetation. For well sites abandoned for at least 5 years.
-2	Wellsite not earthworked at all, original pad untouched.	Severe erosion evident. eg scalding covering more than 40% of well site and/or deep erosion gullies >30cm deep running down edge of well site.	Pad & access tracks not ripped, soil quite consolidated.	No revegetation evident. Compared to surrounding landscape.
-1	Wellsite earthworked, however mound(s) of dirt from inadequate backfilling of mud pits on site remain which make the site distinguishable from surroundings.	Moderate erosion evident. Gullies up to 30cm deep running down edge of site and/or frequent scalding covering between 10% to 40% of lease area.	Pad & access tracks deep ripped, however, moderate erosion evident down edge of site.	Very little perennial or annual revegetation, site mostly bare when compared to surrounding landscape.
0	Original well site contours barely evident from road or from base of dune, only when on actual site, for example, pad edge distinguishable from surroundings.	Minor erosion evident. Fairly even surface, small and sparse patches of scalding and/or small and sparse gully erosion along lease edges.	Pad & access tracks deep ripped with some minor gully erosion evident down edge of lease.	Even spread of annual, biannual and/or perennial revegetation over the site. Some bare patches evident over the site.
+1	Original well site contours not evident from distance, only after very close scrutiny.	Only some rilling evident.	Pad & access tracks deep ripped with only some rilling evident.	Dense vegetation coverage over the site, mostly annuals or biannuals. Very few bare patches.
+2	Wellsite contours indistinguishable from surrounding landscape, even from close range.	No erosion evident.	Pad & access tracks deep ripped and no erosion evident.	Vegetation type and density indistinguishable from surrounding landscape.



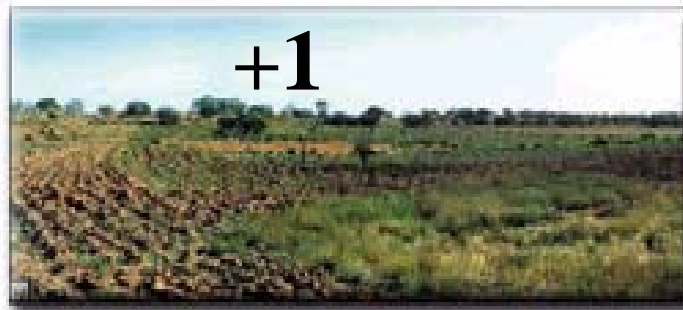
**Much LESS than
Expected**



**Example of Goal 1:
Minimise Visual Impact**

http://www.pir.sa.gov.au/pages/petrol/environment/enviro_guide_mj.htm:sectID=185&tempID=8

Expected 0






**Much MORE than
Expected +2**


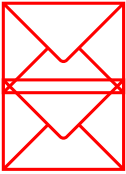



AES 08 Goal Attainment Scaling

WEAKNESSES of G.A.S.

-  can only give *Relative* or change indicator
-  *not* normed or generalisable criterion referenced
-  some perceive GAS as too *subjective*

REMEDIES:

-  should regularly be grounded in “objective” or *criterion referenced* instruments & observational data
-  combine with “Global Assessment Scaling”
consult stakeholders & educate on its strengths
AND *weaknesses*
-  should be regularly *audited by someone independent*