

# Establish the outcomes

**A**s Learning Forward Executive Director Stephanie Hirsh describes in her column (see p. 68), clearly establishing the intended outcomes for learning is the first step in designing effective professional learning. This framework is one strategy for delineating the changes desired from any learning experience. Fill in the chart below to make the desired changes from your learning explicit.



## KASAB chart

DESIRED CHANGES	DEFINITION	STUDENTS	TEACHERS	PRINCIPALS
<b>K</b> nowledge	Conceptual understanding of information, theories, principles, and research.			
<b>A</b> ttitude	Beliefs about the value of particular information or strategies.			
<b>S</b> kill	Strategies and processes to apply knowledge.			
<b>A</b> spiration	Desires, or internal motivation, to engage in a particular practice.			
<b>B</b> ehavior	Consistent application of knowledge and skills.			

Source: Killion, J. (2008). *Assessing impact: Evaluating staff development* (2nd ed.). Thousand Oaks, CA: Corwin Press & NSDC.