INSTRUCTIONAL STRATEGIES



OKRs (Objectives and Key Results)

OKRs are a goal-setting framework that aligns a clear and ambitious goal with measurable outcomes that indicate achieved results.

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Summary

OKRs consist of two main components, Objectives and Key Results. The objective should be a clear and ambitious goal that provides direction and motivation. It should inspire and define what you want to achieve, often stretching beyond typical expectations. Key results are specific, measurable outcomes that indicate whether you've achieved the objectives. They act as benchmarks, helping to track progress toward the objective with clear, quantifiable results. Follow these steps to write your OKRs:

Procedure

1. **Define the Objective**: Start with a big-picture, aspirational goal. Your objective should be challenging but achievable.

   Example: "Improve student engagement and interaction in the classroom."

2. **Set 3–5 Key Results**: For each objective, set 3–5 measurable key results that will help you assess progress. These should be quantifiable, with metrics of success.

   Example Key Results for "Improve student engagement":

   1. Increase student participation in class discussions by 40% by the end of the semester.
   2. Implement weekly interactive lessons, such as debates and group projects, by the second month.
   3. Improve average student survey feedback on engagement from 3.0 to 4.5 on a 5-point scale by the end of the semester.

3. **Check for Alignment**: Ensure that your OKRs are aligned with broader goals (team, organizational, or personal) and that they are ambitious but not unrealistic.

4. **Track and Review Progress**: Regularly check progress on each key result. OKRs are typically set over a specific period (quarterly, semester-based, or annually). Adjust as needed, but keep the objective and key results focused and trackable.

5. **Reflect and Adjust**: At the end of the period, review whether the key results were achieved. Reflect on what worked, and what didn't, using those insights to set the next round of OKRs.

Doerr, J. E. (2018). Measure what matters: OKRs, the simple idea that drives 10x growth. Portfolio.