





































The goals are either too easy or impossible to achieve. An example of too easy goal: visit the CBE classroom once per year. Example of a goal impossible to reach: The ES will mobilize enough resources and construct a school building within 3 months. The ES members could not recall the last time they achieved a goal.

The ES sets aggressive goals that are achievable. However, not all ES members are held to the same rigorous standards to meet these goals. For example, the ES sets a goal to mobilize community resources to pay for CBE teacher to attend night classes at the provincial center. However, only one ES member does the fundraising.

The ES set aggressive goals that are achievable and all ES members are held to the same standards to achieve these goals. The ES members achieve all goals they set for themselves.