WRITE LEARNING OBJECTIVES LIKE A PRO

STEP 1
Identify the audience
Whom is the learning activity intended for? Objectives focus on the learner and learning outcomes, not what the instructor will do.

STEP 2
Determine the behavior
Decide the action or behavior the learner will exhibit. This should be specific, observable, and measurable. Refer to (revised) Bloom’s Taxonomy for examples.

STEP 3
Explain the condition
This describes the boundaries or relevant factors that will be placed on the learner (example: after completing this module; without using a calculator).

STEP 4
Decide the standard
The objective standard describes what level of achievement indicates acceptable performance. This may be related to speed, accuracy, or precision.

Tips to Remember

» Avoid vague or broad verbs that cannot be quantified. Instead, use action verbs that are measurable and observable.

» Use one action per learning objective. Using multiple actions makes it difficult to judge if the student has mastered the objective.

» Align learning objectives with assessment methods (ex: if your objective is design, assess with a simulation and not a multiple-choice quiz).

Additional Resources


Learning objectives usually follow the FORMAT:
“<insert condition>, learners will be able to <insert verb> + <insert knowledge, skill, or attitude that should be demonstrated>.”

Example:
Using a human skeleton model, learners will be able to construct the spinal nerve system.

BAD VERBS
- Be familiar with
- Grasp significance of
- Grow
- Improve
- Increase
- Know
- Learn
- Understand

GOOD VERBS
- Adapt
- Compare
- Construct
- Define
- Explain
- Identify
- Organize
- Prioritize

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