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.

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.

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).*

BAD VERBS	GOOD VERBS
Be familiar with	Adapt
Grasp significance of	Compare
Grow	Construct
Improve	Define
Increase	Explain
Know	Identify
Learn	Organize
Understand	Prioritize

Additional Resources

Anderson, L.W., Krathwohl, D.R., Airasian, P.W., Cruikshank, K.A., Mayer, R.E., Pintrich, P.R., Raths, J., & Wittrock, M.C. (2001). *A Taxonomy for Learning, Teaching, and Assessing: A revision of Bloom's Taxonomy of Educational Objectives.* New York: Pearson, Allyn & Bacon.

Bloom, B.S. (Ed.). Engelhart, M.D., Furst, E.J., Hill, W.H., & Krathwohl, D.R. (1956). *Taxonomy of Educational Objectives, Handbook I: The Cognitive Domain.* New York: David McKay Co Inc.

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