Writing Measurable and Observable Learner Outcomes

Examples of Learning Outcomes and Assessment of Learning Outcomes. Well-developed learning outcomes are participant oriented, and OBSERVABLE and MEASURABLE.

Learning outcomes will ask that you: Describe the skills, knowledge, and/or attitudes (learning outcomes) participants will be able to <u>demonstrate</u> as a result of this activity.
(For example: As a result of this activity, the participant will be able to....)

You should describe your learning outcomes using ACTION VERBS. See examples below.

USE: EASY TO OBSERVE OR MEASURE
The participant will be able to <u>perform</u> cerumen management procedures.
The participant will be able to <u>identify</u> language disturbances due to dementia.
The participant will be able to <u>list</u> three benefits of the new AAC device.
These use ACTION VERBS and are OBSERVABLE and MEASURABLE.

AVOID: DIFFICULT TO OBSERVE OR MEASURE
Participant will <u>understand</u> the importance of cochlear implants.
Participant will become <u>familiar</u> with oral motor therapy techniques.
Participant will <u>learn</u> about accent reduction strategies.
Participant will <u>appreciate</u> the value of a FEES procedure.
These are not OBSERVABLE or MEASURABLE actions.

Included is a list of ACTION VERBS that should prove helpful in writing learning outcomes that meet the Continuing Education Board's requirement that participants will be able to identify/demonstrate what they have gained by attending your activity.

HELPFUL HINT

When you write correct Learning Outcomes, your Assessment of Learning Outcomes writes itself!

Example:

Learning Outcome:

The participant will be able to identify two fluency intervention strategies.

Assessment of Learning Outcome

1.   Name two fluency intervention strategies discussed in this activity.

ACTION VERB LIST

SUGGESTED VERBS TO USE IN EACH LEVEL OF THINKING SKILLS					
KNOWLEDGE	COMPREHENSION	APPLICATION	ANALYSIS	SYNTHESIS	EVALUATION
count	associate	add	analyze	categorize	appraise
define	compute	apply	arrange	combine	assess
describe	convert	calculate	breakdown	compile	compare
draw	defend	change	combine	compose	conclude
identify	discuss	classify	design	create	contrast
labels	distinguish	complete	detect	derive	criticize
list	estimate	compute	develop	design	critique
match	explain	demonstrate	diagram	devise	determine
name	extend	discover	differentiate	explain	grade
outlines	extrapolate	divide	discriminate	generate	interpret
point	generalize	examine	illustrate	group	judge
quote	give examples	graph	infer	integrate	justify
read	infer	interpolate	outline	modify	measure
recall	paraphrase	interpret	point out	order	rank
recite	predict	manipulate	relate	organize	rate
recognize	rewrite	modify	select	plan	support
record	summarize	operate	separate	prescribe	test
repeat		prepare	subdivide	propose	
reproduces		produce	utilize	rearrange	
selects		show		reconstruct	
state		solve		relate	
write		subtract		reorganize	
		translate		revise	
		use		rewrite	
				summarize	
				transform	
				specify	