

Learning Objectives

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What are learning objectives?

Instructional learning objectives are measurable statements that describe the desired instructional outcomes (results); they describe what students must be able to do to be considered competent when they leave instruction. Objectives are derived from the skills that anyone would need before being able to practice tasks described by the Plan It! phase. They describe instructional targets, much as blueprints describe the components of a finished product.

Characteristics of good learning objectives:

1. An objective describes student performance. It doesn't say anything about what the instructor will do or try to accomplish. It doesn't describe course content or the textbook.
2. An objective is about ends rather than means. It describes a product of instruction rather than the process of instruction. It describes what students will be able to do when they are competent, rather than describing how they will be made competent.
3. An objective describes the key conditions under which the performance occurs on the job; i.e., the tools, equipment, environment, and circumstances that will influence the performance.
4. An objective describes the standard of acceptable performance; it tells how well someone must perform before being considered competent on that objective.

Each objective will describe the do what, with what, and how well

- What someone should be able to do
- The conditions under which the doing will occur, and
- The criteria by which the performance will be judged

See Learning Objectives Job Aid on “how to create one”

Examples

1. Given a patient of any weight, be able to start an IV using no more than two needle punctures.
2. More thoroughly assess new product/service introductions by understanding and applying the dynamics of costs to improve day-to-day operations
3. Understand the roles and responsibilities of each project team member during each phase of the training develop and delivery process in order to conduct appropriate checkpoints.

| | Action | Condition | Criteria | Learning Objective |
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