

Summary Overview of Learning Outcomes

Learning Outcomes are statements that describe what a student is expected to learn from a single class, a course or entire program. To be effective, the statements should describe **observable and measurable actions that demonstrate the learning**, and can be assessed. You should always share your learning outcomes with your students.

Learning outcomes are important because they:

- clarify the purpose of learning and the design of assessments;
- identify important course content;
- clarify Instructor expectations for the level of knowledge to acquire;
- situate a course within a program.

Verbs to avoid:

understand, recognize, know, appreciate...

Phrases to avoid:

conscious of, awareness of, familiar with, interested in...

Formula for Writing Learning Outcomes

By the end of this course, students should be able to:



*Description of purpose /how /why/ under what circumstances, etc...

The **depth** or **level of learning** should be identified in your Learning Outcome statements.

Bloom's Levels of Learning	Verbs that Describe Observable & Measurable Learning		
Remember Students can recall basic facts, concepts or theories	describe define label list	arrange name memorize reproduce	quote state select identify
Understand Students can explain ideas, theories or concepts	discuss explain identify classify	describe summarize compare review	locate reiterate illustrate exemplify
Apply Students can use knowledge, theories or concepts in new situations	apply demonstrate use construct	solve respond complete practice	conduct perform employ dramatize
Analyze Students can make connections between ideas, theories or concepts	distinguish experiment debate differentiate	categorize quantify measure relate	test critique extrapolate theorize
Evaluate Students can judge or assess ideas, theories or concepts according to criteria	assess critique choose appraise	compare conclude review defend	rate measure justify judge
Create Students can integrate knowledge, theories or concepts to create a new understanding.	develop plan design formulate	establish integrate modify compose	construct devise build propose

Use the SMART Principles to write your learning outcomes

Your learning outcome statements should reflect the SMART principles. Your learning outcomes should be:

SPECIFIC – use clear and direct language that is easily understood by all

MEASURABLE – use verbs that describe observable behaviours to demonstrate learning

ACHIEVABLE – the outcome is something students can be reasonably expected to accomplish (not too difficult nor too easy) given the course level, the timeline in your course semester, anticipated prior learning of your students and other factors

RELEVANT – the learning outcomes have clear value to the student, both in terms of the connection to the course objectives and learning activities, and their significance to the discipline

TIMELY – the outcome targets knowledge, skills and abilities that are acquired as needed and not for use in the distant future AND, it identifies when the student should be able to meet the learning outcome – at the end of a lesson, chapter, course or program.