

## Learning Objective Guide

A **learning objective** is a “statement of what students will be able to do when they have completed the internship experience.” A well-written learning objective should be:

- Related to intended outcomes, NOT processes.
- Specific and measurable, NOT broad and intangible.
- Concerned with interns, NOT employers.

**Learning objectives** generally include:

1. Performance or behavior. What is the student expected to be able to do or produce? This reflects competencies that will be learned in terms of performance. Performances and behaviors should be overt, observable, and measurable.
2. Conditions. How will the competency or knowledge be demonstrated? This may include the specific information the student should use, or listing the tools, references or aids that will be available to the student in demonstrating accomplishment of the objective.
3. Criterion or degree. What specific set of criteria must be met to demonstrate mastery? This signifies a level of performance.

How to write **learning objectives**:

- Include a definite, measurable verb that signifies a demonstrable learning outcome.
- Make sure that each objective contains an intended performance/behavior, conditions for demonstrating competence, and a criterion/degree of performance.
- Strive for higher order thinking (analysis, synthesis and evaluation levels) when applicable.

Some useful **verbs** to use when drafting student learning objectives:

**Knowledge** – to recall and memorize. Examples: arrange, define, describe, examine, recognize and reproduce

**Comprehension** – to translate from one form to another. Examples: classify, conclude, contrast, differentiate, discover, discuss, explain, infer, predict, relate, represent, summarize

**Application** – to apply or use information in a new situation. Examples: administer, articulate, assess, compute, construct, demonstrate, develop, establish, examine, illustrate, implement, measure, practice, present, select, solve

**Analysis** – to examine a concept and break it down into parts. Examples: analyze, appraise, associate, characterize, contrast, determine, diagnose, discriminate, outline, prioritize, research, test

**Synthesis** – to reorganized information in a unique or novel way to solve a problem. Examples: adapt, assemble, communicate, compile, conduct, create, design, devise, formulate, generalize, integrate, perform, produce, synthesize, theorize, validate

**Evaluation** – to make judgments using standards of appraisal. Examples: argue, assess, compare & contrast, critique, defend, evaluate, interpret, justify, prove, recommend, support, value, weigh