**Tips for Writing Learner Objectives**

Begin with the end in mind – Think about the evaluation when you develop your objectives. How do you want the participants to change???

**Definition**: An objective is a statement which describes what the learner is expected to achieve as a result of the lesson.

**Purposes:**

* Provides a direction for where you want to end up
* Helps in planning the lecture, activities, tools you might use to teach – what is the best way to teach what you want the learners to gain
* Guides the learner
* More effective evaluation – what is learned can be tied to what is taught

**Characteristics of effective learner objectives**:

* Be clearly stated/specific – who or what is expected to change
* Be measurable – can see, hear, count, smell it
* Be realistic and doable – can be achieved
* Appropriate for the level of the learner – meaningful, valued

**Levels of Objectives:** level of objectives fit the process of experiential learning (experience, share, reflect, generalize, apply)

* Low level (short term) objectives would describe attitude, awareness, knowledge and understanding change
	+ - Define
		- Describe
		- List
		- Explain
		- Discuss
		- Express
		- Recognize
* Mid level (intermediate) objectives would describe decision making
	+ - Demonstrate
		- Apply
		- Practice
		- Analyze
		- Interpret
		- Compare/Contrast/Differentiate
* High level (long term) objectives would show behavior change
	+ - Design
		- Create
		- Evaluate
		- Assemble
		- Prepare
		- Organize

Kim Reaman, Volunteer Development Specialist, University of Wyoming

Area Training for County 4-H Educators, January 2009

References:

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