**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

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References:

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