Effective Learning Outcomes Should Be SMART:

● **Specific & concise, well-defined statements of what students will be able to know, do or value.**

● **Measurable,** how students attend to clear, previously developed attributes of quality. Start with [Bloom’s] action verb that can be directly observed.

● **Attainable,** students have sufficient prerequisite knowledge & skills (pre-assess).

● **Relevant skills or knowledge described are appropriate and meaningful.**

● **Time for students to demonstrate.**
Learning Outcome Terms to Avoid As they are Difficult to Measure

Know, Understand, Learn, Appreciate, Believe, Improve, Approach, Increase, Become, Grow
Writing Detailed LO’s (Open Learning Initiative, 2017)

Subject Matter & Performance using Measurable, Action Verbs

- **KNOW** (Cognitive);
  - Declarative (informational)
  - Procedural (skills [mental], strategies, processes)
- **DO** (Psychomotor Skill); &
- **VALUE** (Affective Disposition)
  - also attitudes, ethics, professionalism

Indicate the level of each, i.e., Introduced, Emerging, Developed