

## TIPS FOR WRITING LEARNING OUTCOMES

### **What do you want learners to know, be able to do, or demonstrate after participating in the educational activity?**

- What is the measurable goal or outcome that this activity set out to achieve?
- What will be measured when the learner completes the activity?
- The learning outcome statement needs to be written in measurable terms and should include the outcome and the metric that the outcome is measured by.
- The learning outcome must tie to the professional practice gap and the underlying educational need. If the underlying need is knowledge, the outcome should be related to measuring a change in the learner's knowledge, etc.
- Please note that the measurable learning outcome is not a list of objectives.
- A long-term change may be the ultimate goal of the activity (e.g., a decrease in falls). However, this learning outcome should relate to the measurable change that occurs at the end of the educational activity and not weeks, months, or years later.

#### **EXAMPLES:**

##### KNOWLEDGE:

Objective: Describe characteristics of effective communication styles  
Outcome: At the conclusion of this educational activity, at least 80% of participants will self-report knowledge gain using a Likert scale on the final evaluation related to effective communication styles.

##### SKILLS:

Objectives: Discuss reasons to use a peripheral IV and identify how to insert a peripheral IV.  
Outcome: At the end of the activity, all learners will successfully complete a return demonstration of peripheral IV placement on a simulation mannequin using the new IV materials.

NOTE: The underlying educational need for this activity is skill and the learning outcome demonstrates an improvement in skill and a metric of 100% demonstrating. Note: Outcomes are different from objectives. Please review the Outcomes vs Objectives section of this guide.