

PEPPERDINE OFFICE OF INSTITUTIONAL EFFECTIVENESS

Outcomes or Objectives

WHY DO YOU NEED OUTCOMES?

Objectives help to define and establish

You can choose your criteria for curriculum by examining:

- National standards
- Best practices
- Performing Needs Assessment (learners themselves)
- Using theoretical framework- theory based on research

This all contributes to the validity of the outcomes. Is your curriculum accurate and relevant?
Never depend on just one source.

OUTCOMES CAN OCCUR IN DIFFERENT DOMAINS

Your outcomes could come from different domains

1. Cognitive (learning outcomes)
2. Skills
3. Psychomotor: requires movement
4. Interpersonal
5. Affective Domain

WHEN WRITING OUTCOMES OR OBJECTIVES YOU CAN USE THESE GUIDELINES:

- I. Components in an outcome
 - Audience:** ex. Student, employee
 - Behavior:** ex. What will be achieved
 - Condition:** where in the curriculum
 - Degree:** benchmark or standard, ex. Without Error. Degree is the level of difficulty. The verbs help to determine this
- II. Guidelines for writing outcomes
 - a. Mission should be connected to objectives when possible
 - b. Objectives should be statements that specify what students will know or be able to do as a result of learning and completing a curriculum.
 - c. Objectives are expressed as knowledge, skills, attitudes, or values

- d. Educational Objectives have an educational end, their results are to be achieved from learning.
- e. Objectives are stated as active statements of what will be achieved
- f. Objectives are not statements of what the instructor or organization is going to do. Those are organizational goals.
- g. Objectives state the kind of behavior to be developed.
 - 1. “Write a well-organized essays in the field of biology”
- h. Objectives should be
 - i. understood by faculty, students, staff, administrators, and parents
 - b. Comprehensive, coherent, and contextualized for a specific discipline
 - c. Include a VERB that represents level of learning expected
- 2. Example: Students will be able to <insert action verb> ... [describe knowledge, skills, attitudes, or values].

III. SMART Objectives

An easy way to ensure that you include enough detail in your objective is to follow the mnemonic [S.M.A.R.T.](#):

- **Specific:** Define your objectives clearly, in detail, leaving no room for misinterpretation. Think of the five w’s (who, what, when, where, and why).
- **Measurable:** State the measures and performance specifications you’ll use to determine whether you’ve met your objectives.
- **Achievable or Attainable:** Choose objectives that the team has a reasonable expectation of successfully completing.
- **Realistic:** Set objectives the project team believes it can achieve. Relevant objectives align with group or company goals.
- **Time-bound:** Include the date or specific period by which you’ll achieve the objectives.

If you’re interested in creating S.M.A.R.T. goals, use our [template](#) as a guide.