**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 8O% 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.

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