

HOW TO DEVELOP LEARNING OBJECTIVES

Learning objectives provide participants with information about what they can expect to learn and gain from participating in the educational activity.

How to develop learning objectives

- Learning objectives must be based on the identified perceived and unperceived needs of the target audience, as determined by a needs assessment.
- What will change regarding the attendees' attitudes, knowledge, skills, practices?
- Identify the goal of the CPD activity and build learning objectives that measure that goal.

Good learning objectives

- Clearly identify what participants will accomplish or will be able to do after participating in the activity.
- Are action oriented (use action verbs)
 - Are concrete
 - Are measurable
 - Are written from the learner's point of view
- Help participants choose which session to attend.
- Help faculty focus the content of their sessions.
- Ensure effective evaluation and measurement of outcomes.

Goal

Action words

Knowledge	List, count, identify, tabulate, indicate, repeat, select, update, record, describe
Comprehension	Assess, contrast, associate, demonstrate, estimate, interpret, discuss, compare, explain
Application	Apply, calculate, choose, examine, operate, predict, practice, select, demonstrate, illustrate
Analysis	Analyze, criticize, appraise, debate, differentiate, inspect, experiment, measure
Synthesis	Arrange, assemble, formulate, organize, produce, assemble, plan, prepare, prescribe, combine, manage
Evaluation	Appraise, critique, evaluate, rank, assess, diagnose, judge, recommend, test, estimate, measure
Attitude change	Receptive: agree, accept, allow, enthuse, volunteer Respond: build on, co-operate, criticize, defend, endorse, recommend Internalize: choose, decide to, lead, emphasize

Examples of clearly written learning objectives

At the end of this session, participants will be able to:

- Describe new developments in glaucoma surgical therapies
- Explain the use of toric intraocular lenses and preop/intraop marking strategies
- Integrate the principles of refractive surgery into their daily surgical practice
- Compare and contrast various approaches to treating uveitis, including the use of corticosteroids, non-corticosteroid immunosuppressive agents, and surgery

For more information on developing and writing learning objectives, please visit:
<http://www.cos-sco.ca/cpd/learning-objectives/>

The learning objectives must be printed on all program materials.