

## Formulating Learning Outcomes

### What is a student-learning outcome?

A learning outcome is a statement of what a student can expect to attain or achieve as a result of the educational process(es); that is, **what do we expect our students to know or be able to do upon completion of a course, sequence of courses, or a program?**

- ◆ The most valuable learning outcomes are the result of **faculty-negotiated agreement** about what students should be able to do or know.
- ◆ Outcomes must specify an **end result** to be achieved rather than an action (program, process, etc.) to be implemented.
  - \_ **Focus on Results-Oriented Outcomes**, e.g.: *Students will demonstrate the ability to organize and deliver a clear and substantive presentation.*
  - \_ **Avoid Process Outcomes**, e.g.: *Students will complete Speech 101.*
- ◆ Program Outcome statements should **identify overarching concepts**, not specific objectives from course syllabi.
  - \_ **Focus on Overarching Program Concepts**, e.g.: *Students will demonstrate the ability to formulate hypotheses, analyze data and draw conclusions.*
  - \_ **Avoid Focusing on Course Objectives**, e.g.: *Students in Research Methodology 101 will demonstrate the ability to perform a higher order statistical test.*
- ◆ State learning outcomes using concrete language that describes **measurable** (either qualitatively or quantitatively) actions.
  - \_ **Measurable**: *Students will demonstrate the knowledge and skills necessary to solve complex business problems in one or more areas of emphasis.*
  - \_ **Not very measurable**: Our objective is to enhance students= intellectual skills.