Student Learning Outcomes Examples

Examples of well-written Student Learning Outcomes:

- Biology: Students will summarize the laws of matter and energy as they apply to living organisms.

- Theater: Students will discriminate between ethical and unethical behavior in case studies of the theater industry.

- Anthropology: Students will compare another culture to their own culture.

Problematic Student Learning Outcomes:

- Students will study the theories of Jung and Freud.

  - *They may read the text, attend classes, but how will you know that they can do anything with the knowledge they "studied"—this is content coverage and not a Student Learning Outcome*

- Students will appreciate the work of leading artists of the 20th Century

  - *What does it mean to "appreciate" something; what will they demonstrate to you?—this is not an observable or measurable Student Learning Outcome.*

- Students will behave ethically

  - *This is difficult to assess – you cannot follow students around 24/7.*

- Students will complete 100 hours of internships to develop professional perspectives.

  - *Just spending hours in an activity isn't enough to demonstrate learning and abilities*

Student Learning Outcome Checklist	Yes	No
Is the Student Learning Outcome observable and measurable (can it be assessed?)		
Does the Student Learning Outcome describe student rather than teacher behavior?		
Does the Student Learning Outcome address student competency rather than content coverage?		
Will students understand the Student Learning Outcome?		

Sources:
California State University Bakersfield PACT Outcomes Assessment Handbook (1999)
Chris Romanowich, Kate Pluta and Janet Fulks handout, California State University Bakersfield
The University of Delaware Assessment Program and the Office of Educational Assessment: Assessment Fellows Working Luncheon Power Point, Nov. 15, 2007
THECB WECM handout *Writing End-of-Course Learning Outcomes*

WORD POWER

Concrete verbs such as "define," "argue," or "create" are more helpful for assessment than vague verbs such as "know," "understand" or passive verbs such as "be exposed to."

Know	Comprehend	Apply	Analyze	Synthesize	Evaluate
Define	Classify	Apply	Analyze	Arrange	Appraise
Identify	Describe	Compute	Appraise	Assemble	Assess
Indicate	Discuss	Construct	Calculate	Collect	Choose
Know	Explain	Demonstrate	Categorize	Compose	Compare
Label	Express	Dramatize	Compare	Construct	Contrast
List	Interpret	Employ	Contrast	Create	Decide
Memorize	Contrast	Illustrate	Criticize	Design	Estimate
Name	Paraphrase	Interpret	Debate	Formulate	Evaluate
Recall	Recognize	Investigate	Determine	Manage	Grade
Relate	Report	Operate	Diagram	Organize	Judge
Record	Restate	Organize	Differentiate	Perform	Measure
Repeat	Review	Practice	Distinguish	Plan	Rate
Select	Suggest	Predict	Examine	Prepare	Revise
Underline	Summarize	Schedule	Interpret	Produce	Score
Articulate	Tell	Shop	Inspect	Propose	Select
Order	Translate	Sketch	Inventory	Set-up	Value
Reproduce	Associate	Translate	Question	Combine	Criticize
Quote	Differentiate	Use/utilize	Relate	Compile	Defend
Group	Extend	Experiment	Discriminate	Develop	Predict
Match	Change	Solve		Generate	Prioritize
Show	Reword	Choose		Structure	Determine
Label	Convert	Develop		Reorganize	Rate
Tabulate		Manipulate		Set-up	Support
Locate		Give Examples			Convince
Outline					Conclude
					Summarize

Verbs best avoided: Behavior that is not measurable, not observable, or does not necessarily reflect an outcome. Examples include *discuss* (consider using *explain*, *describe*, or *identify* instead), *learn*, *know*, and *understand* (consider using a verb that reflects what the student can do to *demonstrate* learning, knowledge, or understanding).

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