Developing Measurable
Learning Objectives

This information was taken from the *BOC Approved Provider Maintenance Requirements*.
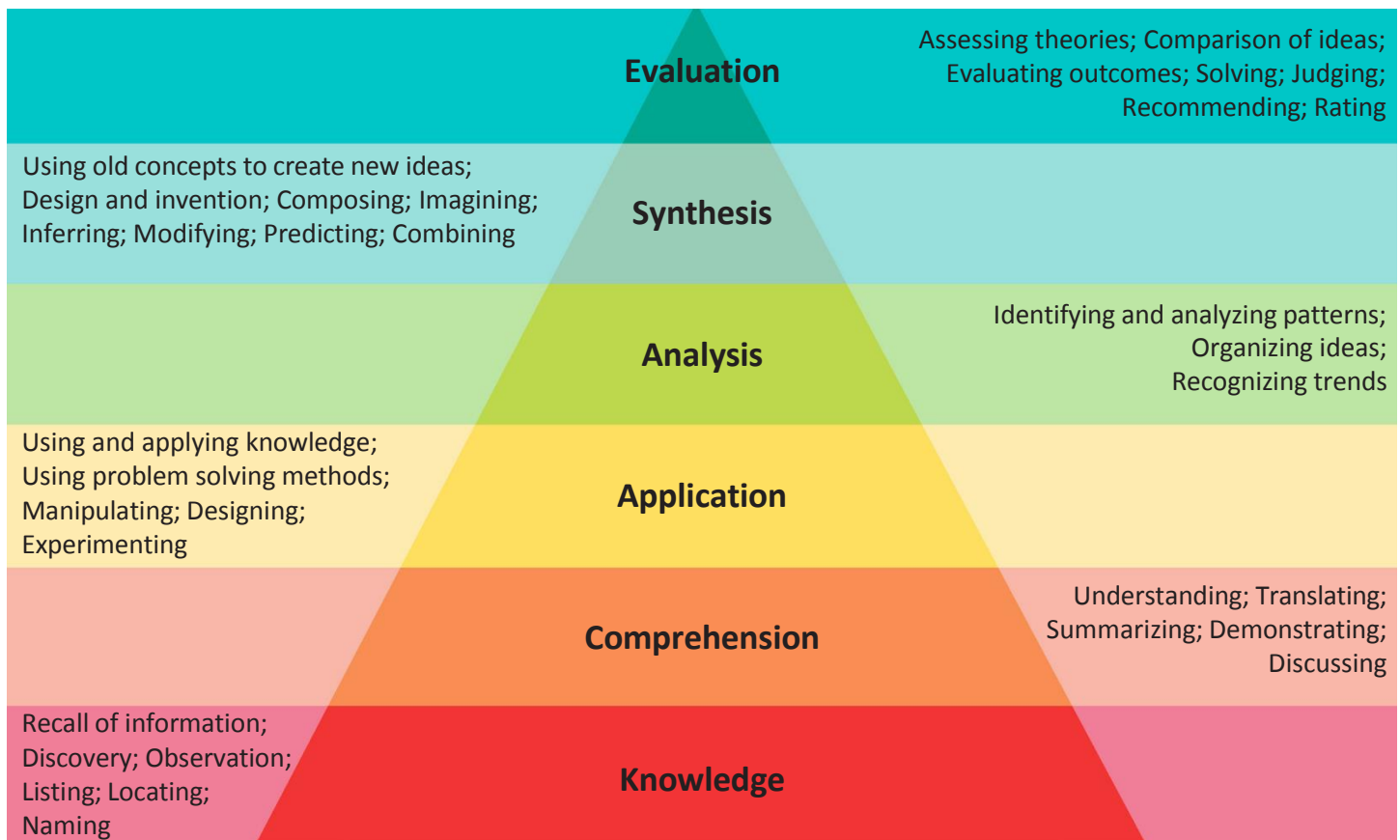

Standard 3.5
Develop program outcomes, as well as learning objectives that define the knowledge and/or skills the Athletic Trainer is expected to acquire through the completion of the program.

Development of Measurable Learning Objectives creates an educational skeleton for the program and defines the knowledge and/or skills the participants are expected to acquire through the completion of the program.

Bloom's Taxonomy is a classification of learning objectives. It contains 6 levels of interaction, each building on the previous (see pyramid below). By creating learning objectives with verbs that show measurement, the provider can match appropriate program assessments to demonstrate participant learning. Avoid using the following terms for objective construction: appreciate, comprehend, experience, know, learn and understand.

Bloom's Taxonomy

Pyramid diagram of Bloom's Taxonomy:

Evaluation — Assessing theories; Comparison of ideas; Evaluating outcomes; Solving; Judging; Recommending; Rating

Synthesis — Using old concepts to create new ideas; Design and invention; Composing; Imagining; Inferring; Modifying; Predicting; Combining

Analysis — Identifying and analyzing patterns; Organizing ideas; Recognizing trends

Application — Using and applying knowledge; Using problem solving methods; Manipulating; Designing; Experimenting

Comprehension — Understanding; Translating; Summarizing; Demonstrating; Discussing

Knowledge — Recall of information; Discovery; Observation; Listing; Locating; Naming

To promote student thinking at various levels of Bloom's Taxonomy, use the diagram below to structure questions and assessments. Use the inner ring to identify the level of thinking you want to teach. These levels, also shown in the pyramid diagram, are Knowledge, Comprehension, Application, Analysis, Synthesis and Evaluation. After choosing a level, select a verb from the middle ring. Finally, combine the verb from the middle level with a product in the outer ring to construct questions and assessments.

Bloom's Taxonomy Question and Task Design Wheel

Knowledge (1) — Verbs: Select, List, Name, Define, Describe, Memorize, Recognize, Identify, Locale, Recite, State, Label — Products: Events, People, Recordings, Newspapers, Magazine articles, Television shows, Radio, Text readings, Films/videos, Plays, Film strips

Comprehension (2) — Verbs: Match, Restate, Paraphrase, Rewrite, Give example, Express, Explain, Defend, Distinguish, Summarize, Interrelate, Interpret, Extend, Illustrate — Products: Drama, Skit, Cartoon, Story, Tape recording, Speech, Photograph, Diagram, Graph, Own statement, Speech, Photograph, Diagram, Graph, Model, Conclusion, Implication based on idea, Causal relationships, Summary, Analogy, Outline, Compare

Application (3) — Verbs: Organize, Generalize, Dramatize, Prepare, Produce, Choose, Sketch, Use, Apply, Solve, Show, Paint — Products: Map, Project, Forecast, Diagram, Illustration, Paper that follows an outline, Solution, Question, List, Project, Drama, Painting, Sculpture

Analysis (4) — Verbs: Compare, Analyze, Classify, Point out, Distinguish, Categorize, Differentiate, Subdivide, Infer, Survey, Select — Products: Questionnaire, Argument, Parts of propaganda, Word defined, Statement identified, Conclusion checked, Syllogism broken down, Report, Survey, Graph

Synthesis (5) — Verbs: Compose, Originate, Hypothesize, Develop, Design, Combine, Role play, Construct, Produce, Plan, Create, Invent, Organize — Products: Article, Invention, Report, Set of rules, Set of standards, Game, Machine, Experiment, Play, Book, Alternative course of action, Question, Song, Formulation of hypothesis

Evaluation (6) — Verbs: Judge, Relate, Weigh, Criticize, Support, Evaluate, Consider, Critique, Recommend, Summarize, Appraise, Compare — Products: Conclusion, Self-evaluation, Recommendation, Valuing, Court trial, Survey, Evaluation, Standard compared, Standard established, Group discussion