Developing Measurable Learning Objectives

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

<table>
<thead>
<tr>
<th>Standard 3.2</th>
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<tbody>
<tr>
<td>Develop measurable learning objectives that define the knowledge and/or skills the Athletic Trainer is expected to acquire through the completion of the program.</td>
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Learning objectives define the knowledge and/or skills that participants will be able to do by the end of a continuing education program. Learning objectives:

- Create an educational skeleton for the program
- Are specific and measurable, rather than broad and intangible
- Apply to participants, not program faculty
- Define the behavior or desired results of the educational program

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
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<tbody>
<tr>
<td><strong>Learning objectives begin with the phrase:</strong> “Upon completion of the program, participants will be able to:”</td>
<td>Connect step one with an action verb which communicates the performance of the participant. Use verbs which describe an action that can be observed and measured with a quiz, survey, skill check, etc., within the program timeframe. <strong>Avoid</strong> using the following terms: appreciate, become familiar with, comprehend, experience, know, learn and understand. See below for measurable verbs.</td>
<td>Conclude with the specifics of what the participants will be doing upon mastery of the objective. Stress what the participant will walk away from the program with.</td>
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See Figure 1 on page 2
## Figure 1

### Lower Order Thinking Skills

- Choose
- Define
- Find
- How
- Label
- List
- Match
- Name
- Omit
- Recall
- Relate
- Select
- Show
- Spell
- Tell

### Understanding

- Classify
- Compare
- Contrast
- Demonstrate
- Explain
- Extend
- Illustrate
- Infer
- Interpret
- Outline
- Relate
- Rephrase
- Show
- Summarize
- Translate

### Applying

- Apply
- Build
- Choose
- Construct
- Develop
- Experiment with
- Identify
- Interview
- Make use of
- Model
- Organize
- Plan
- Select
- Solve
- Utilize

### Analyzing

- Analyze
- Assume
- Categorize
- Classify
- Compare
- Conclusion
- Contrast
- Discover
- Dissect
- Distinguish
- Divide
- Examine
- Function
- Inference
- Inspect
- List
- Motive
- Relationships
- Simplify
- Survey
- Take part in
- Test for
- Theme

### Evaluating

- Agree
- Appraise
- Assess
- Award
- Choose
- Compare
- Conclude
- Criteria
- Criticize
- Decide
- Deduct
- Defend
- Determine
- Disprove
- Estimate
- Evaluate
- Explain
- Importance
- Influence
- Interpret
- Judge
- Justify
- Mark
- Measure
- Opinion
- Perceive
- Prioritize
- Prove
- Rate
- Recommend
- Rule on
- Select
- Support
- Value

### Higher Order Thinking Skills

- Adapt
- Build
- Change
- Choose
- Combine
- Compile
- Compose
- Construct
- Create
- Delete
- Design
- Develop
- Discuss
- Elaborate
- Estimate
- Formulate
- Happen
- Imagine
- Improve
- Invent
- Make up
- Maximize
- Minimize
- Modify
- Original
- Originate
- Plan
- Predict
- Propose
- Solution
- Solve
- Suppose
- Test
- Theory

### Avoid

- Appreciate
- Believe
- Comprehend
- Experience
- Know
- Learn
- Understand