

# Writing Student Learning Outcomes (A. B. C. D. Model)\*

**A. Audience:** Who is the learner? (students, participants, freshmen, clients, etc.)

**B. Behavior:** What is the *measurable* behavior? (*Action verb* that is observable. Use Bloom’s Taxonomy as a resource: articulate, describe, compare, analyze, create, evaluate, etc.)

**C. Condition:** Under what circumstances should the learner be able to perform? (After the workshop, at the end of their leadership experience, after three months on the job, etc.)

**D. Degree:** At what level does the behavior need to be performed? (100% of the time, how many, etc.)

Condition	Audience	Behavior	Degree of Achievement
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*Example:*

<u>After attending the leadership retreat,</u> Condition	<u>participants</u> Audience	<u>will compare and contrast</u> Behavior	<u>three leadership models.</u> Degree of Achievement
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Bloom’s Taxonomy	Traditional	Revised	Sample Verbs
Higher Order Thinking 	Evaluation	Creating	assemble, construct, create, compose, design, develop, formulate, hypothesize, plan, produce
	Synthesis	Evaluating	appraise, argue, citizen, defend, judge, recommend, select, support
	Analysis	Analyzing	categorize, compare, contrast, differentiate, discriminate, distinguish, question
Lower Order Thinking	Application	Applying	choose, demonstrate, employ, illustrate, operate, sketch, solve, use, show
	Comprehension	Understanding	describe, discuss, explain, report, give example, paraphrase, summarize
	Knowledge	Remembering	describe, recognize, list, recall, repeat, label, identify

\*Heinich, R., Molenda, M., Russell, J., & Smaldino, S. (2002). *Institutional Media and Technologies for Learning* (7<sup>th</sup> ed.). Englewood Cliffs, NJ: Prentice Hall, Inc.

# WEAVEonline Terms

**Goal:** Broad statements about desired ends.

**Outcome:** Action verb description of a desired end result related to the mission—can be assessed. (Typically, what we think of as a student learning outcome)

**Objective:** Action verb description of specific point or task the entity will accomplish—can be assessed. (Typically, what we think of as a program outcome)

**Achievement Target:** Overall level for satisfactory performance on a Measure-Outcomes/Objective sequence. (Criteria for success: how many, how much, completion date)

**Measure:** *Method* to gauge achievement. (It is a noun—survey, focus group, observation, rubric, reflection paper.)

**Finding:** Assessment *results* for comparison of actual vs. expected achievement level.

**Action Plan:** Activity sequence designed to help the entity better accomplish the intended outcomes/objectives.