

Defining Student Learning Goals



ABCD Model

Questions a good objective answers

- **Audience:** Who will be performing the behavior?
- **Behavior:** What behavior should the learner be able to do?
- **Condition:** Under what conditions do you want the learner to be able to do it?
- **Degree:** How well must it be done?

Defining the audience

Audience - Identify who will be learning
(not the instructor)

- The Learner
- The Staff member
- The Student
- The Participant
- The Employee
- The Trainee
- The Organization Member
- The Audience Member

Specifying the Behavior or Performance

Behavior (Performance)

- Should include an action verb indicating what the learner will be able to do
- Should be something that can be seen or heard

Overt Goals can be Measured More Successfully than Covert

Overt

refers to any kind of performance that can be observed directly whether that performance is visible or audible

Covert

refers to performance that cannot be observed directly, performance that is mental, invisible, cognitive or internal

Covert Verbs

- know
- familiarize
- gain knowledge of
- comprehend
- study
- cover
- understand
- be aware
- learn
- appreciate
- become acquainted with
- realize
- develop a working understanding of

When a performance is covert...

Add an indicator behavior to the objective that is overt; for example:

How would a student demonstrate their “commitment” to a particular theory or practice?

Conditions

Condition

- State the conditions you will impose when learners are demonstrating their mastery of the objective.
- What will the learners be allowed to use?
- Under what conditions must the mastery of skill occur?

Conditions

Specify:

- Student Resources or Tools
- Environment
- Direction
- Format
- Deadlines

Degree

Degree (or criterion)

- A degree or criterion is the standard by which performance is evaluated.
 - The power of an objective increases when you tell the learners HOW WELL the behavior must be done.

IDENTIFYING LEARNING OPPORTUNITIES

For each learning goal, identify the “sites” where students will achieve those goals. This can be as simple as a list of courses for each goal, but can also include out-of-class learning or internship experiences, or more.