

How to formulate learning objectives?

“ABCDE” Structure

	Essential rules regarding formulating an objective	Components of well-written objective
A	<p>Audience = Who will need to demonstrate the competency?</p> <p>(Who? Audience) Develop the objective according to the targeted clientele.</p>	<p>Responsible for the action (targeted clientele)</p> <p>The trainee... I... The patient...</p>
B	<p>Behaviour = What will this person need to do?</p> <p>(What? Action verb, behaviour) Clearly identify the expected results or behaviours of the targeted clientele resulting from program activities.</p>	<p>Action to take or expected result (observable action)</p> <p>I will assess cases... The patient will walk...</p>
C	<p>Condition = How and in what circumstances will the action occur?</p> <p>(How?) Clearly identify the required equipment, the patient’s position, the type of exercise (in a group), etc.</p>	<p>... without supervision ... with a cane</p>
D	<p>Degree = What will be the level of “normality” or competency achieved?</p> <p>(How many? Acceptable level of success or competency). Clarify the targeted proportion of the clientele or expected result. For example, 90%; three risk factors out of five; based on information provided, based on recommendations, etc.</p>	<p>Evaluation criteria (for success) (% or number of persons that achieve the observable result)</p> <p>... in 80% of all my patients ... on rugged terrain</p>
E	<p>Estimated period =What is the expected period of time needed to achieve the objective (1 day, 2 years, 8 visits, etc.)</p> <p>(How many? Expected interval) Clarify the deadline. For example after having participated in...; following the session...; within two months.</p>	<p>Time of completion</p> <p>... at the third week of placement ... within two months...</p>

Adapted from O’Bannon (2012): http://itc.utk.edu/~bobannon/writing_objectives.html & Smaldino, S., Lowther, D. & Russell, J. (2007) Instructional Media and Technologies for Learning, 9th Edition. Englewood Cliffs: Prentice Hall, Inc