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APPENDIX A
Guidelines for Writing Learning Objectives

Learning objectives: Must be stated in measurable terms, use an action verb to specify what the learner will do to demonstrate the information learned, and address one specific area of learning.

An example of a clear and measurable learning objective: At the end of this activity, the learner will be able to: **"List two nonsteroidal anti-inflammatory agents used in the treatment of rheumatoid arthritis".** A learning objective is measurable when the learner can perform a task (list) identified in the learning objective. Include only **one** measurable/action verb per objective.

An example of an unmeasurable objective: At the end of this activity, the learner will be able to: **"Understand the use of anti-inflammatory agents used in the treatment of arthritis."** "Understand" can not be directly demonstrated, therefore is not a measurable objective.

Use one action verb per objective. The verb should correspond with the opportunities for learners to demonstrate the newly learned information. For example, if your objective contains the verb discuss, then discussion must be included in your teaching/learning methods. Specific verbs correspond with the six levels of learning identified by Bloom. The table below contains a list of the six levels of learning with some of their accompanying verbs used when writing learning objectives. We hope this list is helpful to you.

Knowledge (to recall facts)	**Comprehension (to understand)**	**Application (to apply concepts/ demo skills)**	**Analysis (use info/make connections)**	**Synthesis (formulation)**	**Evaluation (judgment)**
Cite	Associate	Apply	Analyze	Arrange	Appraise
Count	Classify	Complete	Appraise	Collect	Assess
Define	Contrast	Demonstrate	Compare	Compose	Choose
Identify	Describe	Illustrate	Contrast Criticize	Construct	Critique
Label	Discuss	Manipulate	Debate	Create	Determine
List	Distinguish	Operate	Detect	Design	Differentiate
Name	Explain	Perform	Diagram	Detect	Estimate
Outline	Give examples	Practice	Differentiate	Formulate	Evaluate
Read	Interpret	Predict	Distinguish	Generalize	Judge
Recall	Locate	Relate	Examine	Integrate	Measure
Recite	Predict	Report	Infer	Manage	Rate
Recognize	Report	Restate	Inspect	Organize	Recommend
Relate	Restate	Review	Question	Plan	Revise
Repeat	Review	Translate	Separate	Prepare	Select
Select		Use	Summarize	Propose	
State		Utilize		Provide	
Tell					
Write					