

# Establishing Effective Learning Outcomes

## Articulating your goals is the first step in a successful training

A learning outcome is a statement of the expected result of the training. It answers the question:

"What will I walk out of here with?"

Establishing effective learning outcomes first will guide every decision you make regarding the content, activities, and tools you use to achieve those outcomes.

There are two kinds of learning outcomes:

Products	Knowledge
Lists Plans Decisions Agreements	Knowledge Explains a process Defines a characteristic Evaluates content Designs a model Compares information

Learning outcomes should

- Complete the sentence "Participants will..."
- Be precise and to the point
- Include action words
- Be measurable
- Be limited (only one or two for a one-hour session)

Some examples of learning outcomes include:

Participants will...

- Develop a case statement template to be used at their service site (product)
- Create a draft press release to create a buzz about their programs (product)
- Describe the major cultural groups living in Alaska (knowledge)
- Know their rights and responsibilities as a AmeriCorps\*VISTA member (knowledge)