



Developing Learning Outcomes for Student Affairs

What are learning outcomes?

Learning outcomes are statements that
identify

what students learn

**What are some examples of what
students learn while in college?**

Key Component of an Assessment Plan

1. Institutional/Departmental mission
2. Goals and objectives
3. Learning outcomes
4. Methodology
5. Results
6. Use of results

Types of Learning Outcomes

Cognitive (Knowledge)

What should students know?

Behavioral (Skills)

What should students be able to do?

Affective (Attitudes, Values, or Beliefs)

What should students think or care about?

Outcomes should be . . .

Specific

Measurable

Aspirational == SMART

Reasonable

Time-specific



How to write a student learning outcome

How to write learning outcomes...

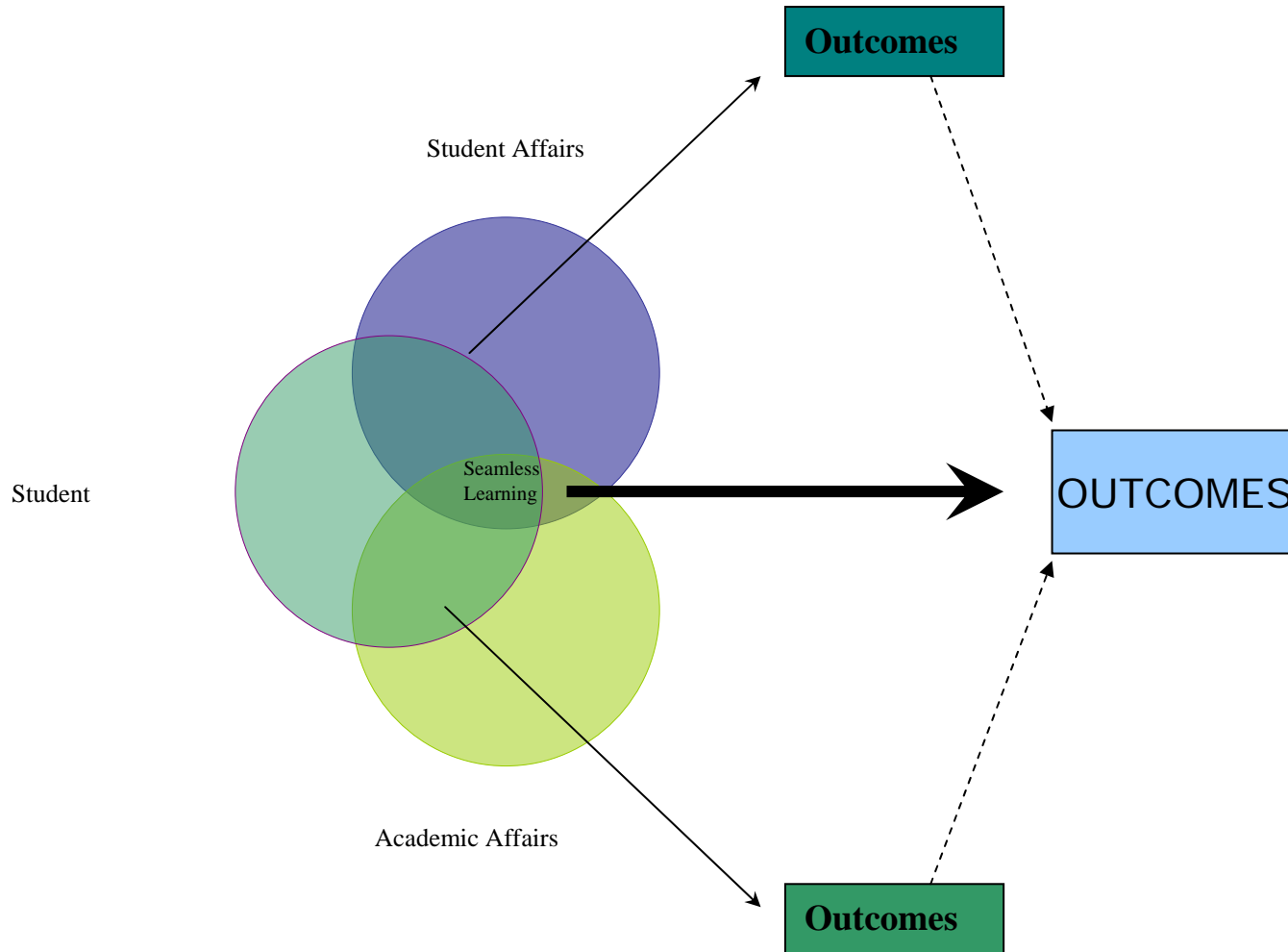
Students who participate in orientation should be able to navigate the campus effectively.

_____	who	_____	should	_____	_____
Students		participate in orientation		know	What?
Sophomores		attend this program		be able to	
Athletes		complete training		care about	

Effective learning outcomes. . .

- Are practical, attainable, and follow a reasonable timeline
- Are created with input from a variety of members of the institutional community
- Are multi-faceted
- Utilize a number of different data collection methods
- Are reviewed and tweaked as needed

Seamless Learning Outcomes



Methods for Assessing Outcomes

- **Indirect methods**
 - What students SAY they learned (self-reported data)
 - Methods that ask students to reflect on their learning
 - May be considered insufficient on their own
- **Direct methods**
 - What they actually learned (Evidence)
 - Require students to demonstrate learning
 - More widely accepted but also more challenging

Examples of assessment methods

Indirect methods:

- Surveys
- Analyses of grades and transcripts
- Graduate program admissions and success
- Job placement
- Focus groups with students
- Interviews with students

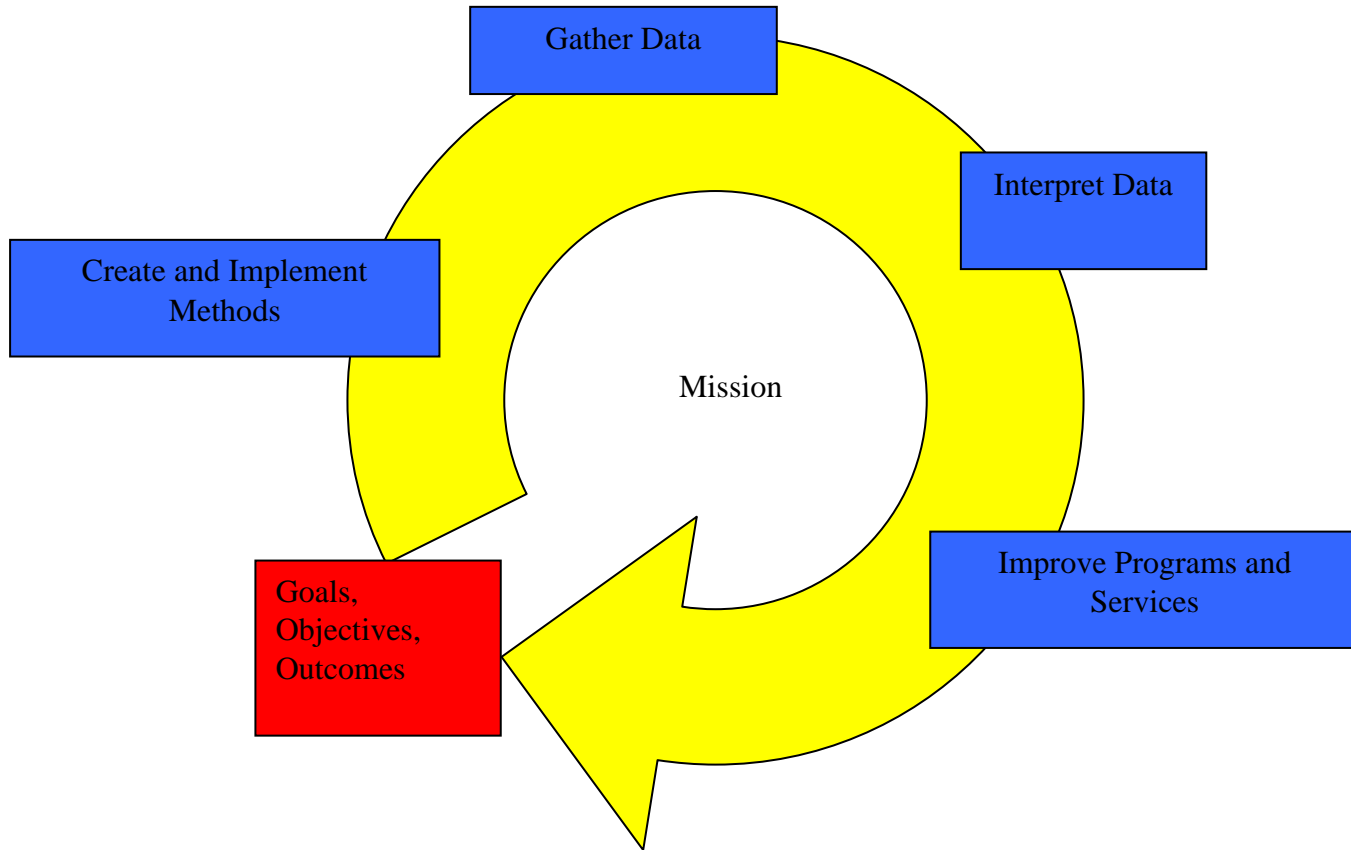
Direct methods:

- Writing samples
- Student portfolios
- Scores on tests
- Student presentations
- Capstone projects or papers
- Internship or job supervisor ratings

Essential strategies for success

1. Agree upon goals and objectives
2. Design and implement a thoughtful approach to assessment
3. Involve a variety of individuals
4. Select, design, and implement data collection approaches
5. Examine, share, and act on findings
6. Regularly reexamine assessment process

Assessment is a cyclical process...



Suggested Resources

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