Developing Objectives for Continuing Education Programs
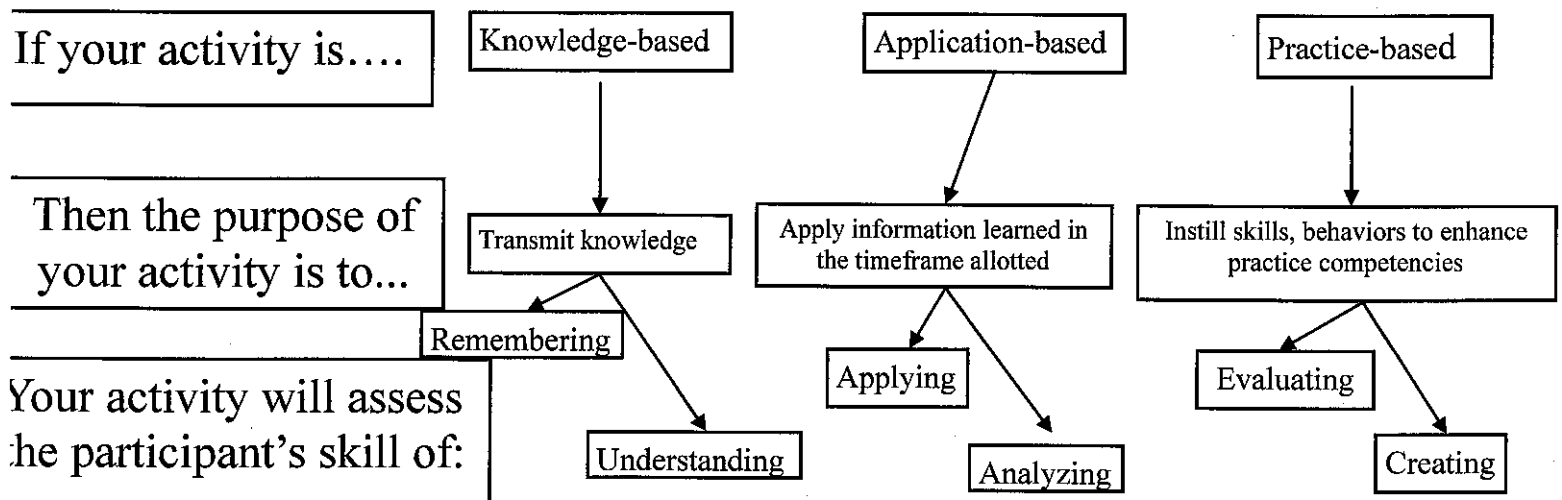
Objectives MUST be:

- Specific and measurable
- Developed to specifically address the identified educational need
- Addressed by an active learning activity
- Covered by a learning assessment

A Learning Objective Consists of TWO parts: VERB + STEM

Verb: chosen by activity type that elicits or describes a measurable or observable behavior

Stem: Outcome-based take away

CPE activities progress through a continuum of learning: knowledge<application<practice

If your activity is....	Knowledge-based	Application-based	Practice-based
Then the purpose of your activity is to...	Transmit knowledge	Apply information learned in the timeframe allotted	Instill skills, behaviors to enhance practice competencies
Your activity will assess the participant's skill of:	Remembering / Understanding	Applying / Analyzing	Evaluating / Creating

Use these verbs when developing your objectives:

REMEMBERING	UNDERSTANDING	APPLYING	ANALYZING	EVALUATING	CREATING
Define	Classify	Choose	Calculate	Appraise	Assemble
List	Describe	Demonstrate	Compare	Argue	Construct
Name	Explain	Employ	Contrast	Assess	Create
Order	Identify	Illustrate	Differentiate	Defend	Design
Recall	Locate	Interpret	Discriminate	Evaluate	Develop
Repeat	Outline	Operate	Distinguish	Judge	Formulate
Reproduce	Recognize	Schedule	Examine	Select	Plan
State	Report	Sketch	Experiment	Support	Propose
	Select	Solve	Test	Value	
		Use			
		Write			

Note: Categories for these verbs are not ABSOLUTE. There is some "wiggle room".