

LEARNING OBJECTIVES

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If you wish to manage learning, the first thing you need is to determine what you wish the learner to accomplish - what the objective of the learning activity is.

Often others have determined the learning objective from some form of regulation. Standards that are external to you, are seldom very detailed which is why subject matter experts are involved in education since they understand the underlying implication of a learning requirement.

If you are not a subject matter expert yourself, you need one to collaborate with and your task is together to dissect the requirements to your course outcome into the things you believe are the constituent part of the competence your learning activities should lead to - considering what you now know about learning.

- Is it something one must do?

If so, it is action knowledge and the learning objectives are the process steps included in the skill.

- Is it something one must know?

If so, the learning objective may be information knowledge or it may be compound knowledge in which case you must dissect it into its parts.

- How is the applicant expected to do it?
- Is the learner supposed to be able to look up information?
- Is the learner supposed to recall - recite information?
- Is the learner supposed to show, demonstrate or use?

Whenever you encounter a learning objective that you expect people to *already* know, remember to take note of this and let involved parties know that this is an entry requirement. Your course will most certainly require unplanned resources if you allow learners to part-take without honoring the design criteria - see later; the work of others.