

LEARNING OUTCOMES VS. LEARNING OBJECTIVES

A Learning Outcome describes the overall purpose or goal from participation in an educational activity. Education should be planned using one or more measurable learning outcomes that will help close the gap identified in the planning process. Objectives are used to organize specific topics to achieve the overall learning outcome.

Outcome: A written statement that reflects what the learner will be able to do as a result of participating in the educational activity. The outcome addresses the educational needs (knowledge, skills, and/or practices) that contribute to the professional practice gap and achieving the learning outcome results in narrowing or closing that gap. The learning outcome can assess the overall impact of multiple objectives.

Examples of Outcomes: Addressing a Gap in Knowledge

- 90% of participants will demonstrate knowledge of evidence-based treatment for hypertensive patients by passing post-test with score of $\geq 80\%$.
- At conclusion of the educational activity, 90% of participants will self-report knowledge gain of effective communication styles using a 5 point Likert scale on the post-session evaluation.
- At the conclusion of this session, 80% of participants will self-report on the post session evaluation that their knowledge about the appropriate use of opioids in the treatment of pain has increased as a result of the learning activity.

Examples of Outcomes: Addressing a Gap in Skill

- 75% of participants will correctly identify required actions to manage patients in hypertensive crisis by analyzing a case study.
- At conclusion of the educational activity, 100% of participants will complete a return demonstration of priming IV lines using aseptic technique.

Examples of Outcomes: Addressing a Gap in Practice

- 100% of participants will utilize an evidence-based protocol as measured by retrospective chart audits in six months.
- At three months post-activity, all participants responding to a follow up survey will self-report using SBAR for safe patient hand-off communication.