

# Writing Program Outcomes

The good news is that even if not explicitly stated, all programs have student learning program outcomes. The task before you now is to identify those outcomes and put them into a standard form. You do not need to develop new learning outcomes but simply need to identify and document the current learning expectations are for your students.

Program learning outcomes are student-learning expectations for the program; they are the “knowledge, skills, attitudes, and values that students should be able to demonstrate by the end of the program.”<sup>1</sup> Ask yourselves the question, “What do we want our students to learn, know, or be by the end of this program?” Your responses will guide the identification and development of your program’s outcomes.

Remember these outcomes should show the *big* picture of student learning in your program; this is not the place for specific, detailed competencies or objectives as required by many professional accrediting bodies.

## Learning Outcome

Knowledge, skill, attitudes, values, etc., that students should be able to demonstrate by the end of the program. ~Gloria Rogers

## Program outcomes should:

- Build on what already formally or informally guides your program.
- Be limited to only 5 to 7.
- Be clear, concise, AND measurable.
- Have 2 or 3 performance indicators to measure each outcome.

## Process of Developing Program Outcomes

1. Review your program’s professional or programmatic competencies.
2. Condense, combine, and/or collapse the resulting summative outcomes down to 5-7 outcomes.
3. Put resulting outcomes into a standard format.

## Gloria Roger’s Example – Standard Format

Learning outcome: Understand ethical responsibilities

Performance criteria:

- 1) Demonstrate knowledge of professional code of ethics.
- 2) Evaluate the ethical dimensions of a problem in the discipline.

## Office of Assessment & Institutional Learning

Call: ext. 15042

Email: [assessment@llu.edu](mailto:assessment@llu.edu)

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<sup>1</sup> Gloria Rogers